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ABSTRACT

Thirteen issues of the National Education Association (NEA) newsletter highlight the following: (1) Bork, Supreme Court nomination and NEA affiliate win on pay bias suit; (2) NEA presidential endorsements; (3) TIAA-CREF (Teachers Insurance and Annuity Association and College Retirement Equities Fund) response to critics held inadequate; (4) NEA challenge of Bennett's interference with accreditation, and saving minds; (5) Bell memoir detailing right-wing attacks on Department of Education; (6) the 1988 federal budget: higher education aid increases, and NEA and the community colleges; (7) Cisneros keynoting NEA higher education conference, and equity for Texas higher education; (8) freedom of information: in jeopardy, and academic freedom; (9) NEA part-time faculty report issued at higher education meeting, and part-time faculty; (10) Congress passing NEA-supported Civil Rights Restoration Act; (11) NEA higher education panel on sexual harassment; (12) NEA-backed coalition gains TIAA-CREF transfer rights, and Vermont issues and (13) learning labs plan highlights 1988 NEA Representative Assembly (RA), and RA elects at-large director. (SM)

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NATIONAL EDUCATION ASSOCIATION

HIGHER EDUCATION ADVOCATE. Volume V, Number 1 - 13

Editor: Harold Wechsler

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NEA Higher Education Advocate

For NEA Members in Higher Education

September 25, 1987 Volume V, Number 1

Vote on Bork Nomination Seen As Close

In early October, the Senate Judiciary Committee will vote on the nomination of U. S. Appeals Court Judge Robert H. Bork as an associate justice of the U.S. Supreme Court. Bork is a former solicitor general and a former Yale Law school professor. His nomination by President Reagan to the vacancy created by the resignation of Justice Lewis Powell has generated one of the most heated battles of the 100th Congress. Most predict that the vote on the nomination will be close.

In July, delegates to the NEA Representative Assembly in Los Angeles voted overwhelmingly to oppose the Bork nomination, joining other groups ranging from the American Association of University Women and the NAACP to People for the American Way and the American Civil Liberties Union.

Opposition to Bork centers on his adherence to the doctrine of "original intent," under which a judge's sole function when considering a constitutional challenge is to discern the subjective intent of the original framers of the Constitution and its amendments. If the framers did not intend to create a specific right, Bork believes, then none exists.

On higher education issues, most analysts are convinced that Judge Bork's appointment would adversely affect affirmative action programs. Lewis Powell held in the famous Bakke case that race may be taken into account in college admission decisions — so long as admissions officers made those decisions on a case-by-case basis and considered race as one of many factors. Bork wrote a scathing attack on the Powell opinion in the *Wall Street Journal* shortly after it was handed down.

Bork's stand on free speech and academic freedom is similarly controversial. In 1971, he argued that "constitutional protection should be accorded only to speech that is explicitly political," a view that he only recently modified.

Bork, many observers believe, will continue Justice Powell's anti-collective bargaining stance. Powell wrote the decision in *NLRB v. Yeshiva*, which held that faculty members at that university were managers and therefore did not have the standing to bargain under federal labor legislation.

As an appeals court judge, Bork has held that unions may not refuse to bargain over an employer proposal to narrow the scope of the grievance and arbitration procedure. He has also ruled that a federal agency employer could refuse to bargain over a union proposal to extend the scope of the grievance and arbitration procedures.

Since the adoption of the U.S. Constitution, the Senate has rejected 25, or about 20 percent, of the nominees to the Supreme Court, partially or solely for ideological reasons. George Washington's nominee, John Rutledge, was rejected because of his support for a treaty with England. Lyndon Johnson's nominee for chief justice, Abe Fortas, was rejected as "too liberal."

Supreme Court nominations must be confirmed by a simple majority vote of the Senate. The House of Representatives has no official say in the confirmation of judicial or executive appointments.

NEA has already moved action kits to help stop the Bork nomination to all state affiliates. On Capitol Hill, NEA lobbyists are helping to coordinate the overall strategy against Senate confirmation, a strategy designed to carefully target grassroots pressure on undecided senators.

"To succeed," says NEA President Mary Hatwood Futrell, "it's vital that we NEA members become involved — at the local level — to fight the Bork nomination."

Editor: Harold Wechsler

INSIDE NEA

NEA Affiliate Scores Key Win on Pay Bias Suits

At the end of the last academic year, the United States District Court in Massachusetts rendered a major decision with broad implications for faculty pay equity cases. In a case where the NEA-affiliated Massachusetts Teachers Association represented the plaintiffs, the Court awarded back pay to three present and former women faculty who claimed their salaries fell victim to sexual discrimination.

An estimated 400 female faculty members and librarians employed at Massacusetts state colleges will also share in the settlement.

NEA Higher Education Advocate *editor Harold Wechsler compiled the following Q & A based on the court papers and an analysis prepared by Marilyn Hutton of NEA's Human and Civil Rights division.*

Q. Why is this case so significant?

A. This is the first time that this important district court has used the standard of proof of sex discrimination employed by the Equal Pay Act of 1963 to decide a case under Title VII of the 1964 Civil Rights Act. The EPA's standard of proof is more favorable to plaintiffs charging compensation discrimination by reason of gender.

Q. What are the burdens under Title VII and under the EPA?

A. Both Title VII and the Equal Pay Act require plaintiffs to establish a prima facie case of discrimination. The defendants must then articulate a legitimate, nondiscriminatory reason for their challenged actions. Under Title VII, the plaintiffs must then demonstrate that the reasons asserted are a pretext for unlawful discrimination. In contrast, the Equal Pay Act places on the defendants the burden of proving that the salary differentials for faculty members were due to factors other than sex. In this case, the Court ruled that the defendants failed to sustain that burden.

Q. What kind of evidence was used in this case?

A. Mainly statistical. Both sides presented linear regression equations to the Court. The plaintiffs coded the variables that best "explained" men's salaries, and then applied the same formula to women's salaries. Comparing expected salaries to actual salaries received by women during this period, the plaintiffs found deficits for every year between 1974 and 1984.

Q. What did the defendants maintain?

A. The Regents offered two reasons for the differentials: market forces as reflected in departmental affiliation, and exceptional performance as reflected in distinguished service awards. Neither explanation proved convincing to the Court.

Q. How will the case affect Massachusetts female faculty and librarians?

A. As part of the settlement, the Massachusetts Board of Regents agreed to spend $465,000 to increase annual salary rates of all female faculty and librarians currently employed at the eight state colleges. In addition the Regents agreed to backpay of $930,000 to female faculty. A similar suit is pending against the 15 Massachusetts community colleges.

Q. What are the broader implications?

A. Women professors earn about 86 cents for each dollar earned by male professors. Major lawsuits are currently underway in Maryland, New York, Oregon, and Mississippi. Many colleges are studying or have modified their salary schedules to take sex bias into account.

For further information contact: Ellen Censi, Massachusetts Teachers Association, 617-742-7950.

FUNDING

The U.S. House of Representatives has responded to Reagan Administration attempts to reduce the FY88 education budget by overwhelmingly approving a $20.6 billion appropriation, a total $1.2 billion greater than the FY87 appropriation. Nearly all programs would receive increases under the House appropriation, with Pell grants receiving $4.45 billion, a $600 million increase over FY87. Such an increase would allow the maximum Pell grant to increase from $2,100 to $2,300, the first increase in three years. On September 21-23, nearly 125 NEA members — all part of the NEA grassroots Congressional Contract Team network — came to Washington to urge education funding at the levels voted by the House.

THE PROFESSION

The Nevada Faculty Alliance, a Nevada State Education Association and NEA affiliate, has filed

suit in federal court over an unusual case involving a University of Nevada-Reno faculty member. The suit charges that the professor, who had tenure and 14 years of service, was ordered by President Joseph N. Crowley to remove herself and all her possessions from the campus in two days. The order apparently resulted from an ongoing dispute between the faculty member and her dean over policies and programs in the School of Home Economics. Rich Siegel, a member of the NSEA's executive committee, notes that Crowley took the action without "any semblance of due process or law and without any clear justification."

Critics of business-academic relations usually cite abuses involving research. But a recent case at the University of Rochester shows that corporate influence can affect university policy in other areas. The Eastman Kodak Company, based in Rochester, recently threatened to withdraw its employees enrolled in the University of Rochester's William E. Simon Graduate School of Business Administration if that school did not **rescind the admission** of an employee of rival Fuji Photo Film Company. The University then secured the student's transfer to MIT's Sloan School of Management. The University's president called the decision "a knife-edged judgment" that balanced academic concerns against "a severe financial crunch" that the withdrawal of Kodak's 230 employees would occasion. Note: *Thought and Action*, the NEA's higher education journal, will feature an article entitled "The Marriage of Alma Mater to Adam Smith," by John B. Buescher, in its upcoming fall issue.

On January 16-18, 1988, NEA and the University of Florida College of Law and Department of Sociology will cosponsor a conference entitled, **"The Future of Academic Freedom: Context and Challenge."** The conference organizers invite proposals for individual papers and sessions. The deadline for a 500-word abstract is November 15, 1987. Contact: Professor Hernan Vera, Department of Sociology, The University of Florida, Gainesville, Florida, 32611.

SUPERCOLLIDERS

Just minutes before the deadline for applications, California became the 25th and last state to enter a bid for construction of a new generation high energy particle accelerator, expected to cost $4.4 billion. Partisan feuding over affirmative action goals to be met in construction delayed the bid. Congress has yet to appropriate the requisite funds for the accelerator, but the Department of Energy went ahead anyway to request construction proposals. Critics have charged that construction of a 53-mile circumference, racetrack-shaped accelerator would divert both talent and funds away from other research projects. President Reagan is expected to announce a decision on the contract recipient sometime before his term of office expires.

CONTRACT

NEA Rhode Island, representing 300 faculty at the Community College of Rhode Island, recently negotiated a new three-year contract providing for annual increases of 9.1, 8.75, and 7.5 percent. In addition, the new pact calls for inequity adjustments of 0.25 percent during each of the first two years. A Blue Ribbon Commission, appointed by the legislature, had determined that faculty compensation was below the national average and had recommended significant pay increases, to be determined on merit. NEA Rhode Island succeeded in making all increases **across-the-board.** Contact: Jeanette Wooley, 401-463-9630.

THE COURTS

The U.S. Court of Appeals for the Eleventh Circuit this summer enforced a National Labor Relations Board order that requires Florida Memorial College, a private liberal arts school located in the Miami area, to bargain with the NEA-affiliated United Faculty of Florida chapter at the college. Since 1980, the College has refused to bargain with the union, claiming that the faculty were managerial employees and/or supervisors, as was the case in the U.S. Supreme Court's decision in *NRLB v. Yeshiva University*. But the NRLB twice rejected the college's claim, and the dispute went all the way to the court of appeals. In its decision, the appeals panel affirmed the NLRB's decision, holding that the College's faculty were not managers or supervisors, as they "assert-[ed] insufficient control in terms of almost every one of the relevant criteria" considered by the Supreme Court in *Yeshiva*. These criteria include effective control over such matters as curriculum, scheduling, teaching methods, admissions, grading and graduation policies, faculty hiring and tenure. The NEA general counsel's office submitted a brief on behalf of the UFF chapter.

■ Higher education enrollments are expected to comprise about 21 percent of all education enrollments in 1987-88, according to government predictions. Of the 12.3 million full and part-time students enrolled in both degree and non-degree programs, about ***9.5 million will attend public institutions.*** About one million students are expected to graduate this year.

■ The College Board has initiated a new "Annual Independent College 500 Index" and has licensed a bank to issue ***certificates of deposit*** with interest rates tied to the new measure of college expenses. Earlier, Senator Claiborne Pell (D-R.I.), citing federal cutbacks in aid programs, had introduced legislation to permit lower and middle-income families to make tax-deductible contributions towards their children's higher educational expenses. The New York State Regents have endorsed a similar plan on the state level. Six states permit parents to contribute to a state-run trust in exchange for tuition guarantees when a child attains college age.

■ ***SAGE: A Scholarly Journal on Black Women,*** is published twice a year by Sage Women's Educational Press, Inc. It publishes articles, essays, interviews, reviews, research reports, resource listings, and documents focusing on the lives and cultures of Black women. Issues are thematic, and recent topics have included "Health" and "Workers." Subscriptions are $15 per year for individuals from SAGE, P. O. Box 42741, Atlanta, Georgia, 30311-9741.

■ The University of Iowa has adopted a new policy that not only prohibits sexual harrassment of students, but also forbids ***faculty-student romantic relationships,*** even when both parties have apparently consented to the relationship. The policy defines sexual harrassment, and gives examples of prohibited activities, "including a pattern of conduct (not legitimately related to the subject matter of a course if one is involved) intended to discomfort or humilitate, or both."

■ ***College Bowl***, the TV series of the 1950s, 1960s and 1970s that emphasized "quick recall of specific fact," returns to television this fall. It will appear on the Disney Channel from September through December.

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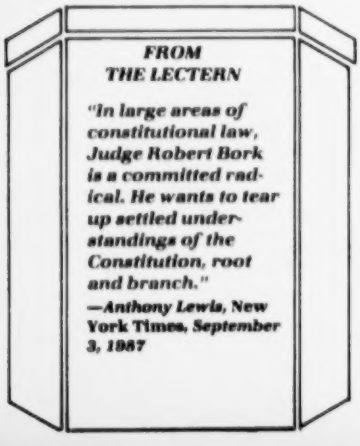

FROM THE LECTERN

"In large areas of constitutional law, Judge Robert Bork is a committed radical. He wants to tear up settled understandings of the Constitution, root and branch."

—Anthony Lewis, New York Times, September 3, 1987

NEA Higher Education Advocate

For NEA Members in Higher Education

NEA Presidential Endorsement Process in High Gear

"For the first time in a quarter century," the *Wall Street Journal* recently reported, "education is emerging as a major issue in presidential politics." In late September, nine presidential candidates aptly dramatized the *Journal*'s appraisal. The nine Democrats and Republicans appeared at the University of North Carolina for the first presidential debate ever solely devoted to educational issues.

But the candidate focus on education actually began earlier this year, in July, when NEA sent 15 declared and undeclared presidential hopefuls a questionnaire on education. The survey was the first step of NEA's 1988 presidential election endorsement process.

Seven still active candidates provided full or partial responses: Sen. Robert Dole (R-Kansas), former Arizona Governor Bruce Babbitt (D), Massachusetts Governor Michael S. Dukakis (D), Rep. Richard A. Gephardt (D-Mo.), Sen. Albert Gore, Jr. (D-Tenn.), the Rev. Jesse L. Jackson (D), and Sen. Paul Simon (D-Ill.).

Three respondents—former Sen. Paul Laxalt (R-Nev.), Sen. Joseph R. Biden, Jr. (D-Del.), and Rep. Patricia Schroeder (D-Colo.)—subsequently withdrew their names from presidential consideration. Five other candidates—Vice President George Bush (R), former Delaware Governor Pierre S. duPont IV (R), General Alexander Haig (R), Rep. Jack Kemp (R-N.Y.), and the Rev. Pat Robertson (R)—chose not to complete the NEA questionnaire (Bush and duPont provided educational statements).

Rep. Kemp did take part in the second stage of the NEA endorsement process. He taped a video interview on education with NEA President Mary Hatwood Futrell, as did eight other candidates. Some 1,200 copies of these candidate videotapes have been distributed to local NEA affiliates.

The written questionnaires sought to determine where the candidates stand on the legislative program adopted by delegates to last July's NEA Representative Assembly. All the still active respondents to the questionnaire—with the exception of Sen. Dole—said they support substantial increases for federal funding for education and federal protection for collective bargaining rights.

The questionnaires asked all the candidates to list their federal education priorities. Sen. Dole listed access to educational opportunities for all, quality education to assure competitiveness, private sector partnerships, and strengthening mathematics and science education.

Governor Babbitt proposed "a historic deal with the states: the federal government would take on full responsibility for Medicaid, and the states would apply the windfall to increased teacher salaries and improvements in public education."

Governor Dukakis called for financial aid for all students in need.

Rep. Gephardt called for the promotion of equality of educational opportunity, enhancement of the status and working condition of teachers, improvement of educational outcomes, and the encouragement of public/private partnerships.

Sen. Gore listed improved access to colleges and universities, enhanced student loan and grant programs, and increased educational funding.

Rev. Jackson stated that "the federal government must expand its programs to supplement local resources. We should be expanding, not reducing federal aid for needy students in higher education."

Sen. Simon emphasized full funding of educational programs, elimination of illiteracy by 2000, encouragement of more foreign language study and understanding of other cultures, and ending the spiraling increase in dropouts.

Copies of the NEA questionnaire results are available from the Government Relations office of your state affiliate.

INSIDE NEA

Presidential Endorsements

All across the United States, local NEA affiliates are now holding open hearings to review the written and videotaped responses of presidential candidates to NEA questions about education. Local affiliates will transmit the results of their hearings to state affiliates by late October. The state affiliates will sum up these results in reports due to NEA by November 10.

On December 3, the NEA-PAC Council, the governing body of the NEA political action committee, will meet to consider an endorsement recommendation from NEA President Mary Hatwood Futrell. Higher Education Advocate *editor Harold Wechsler asked Kenneth Melley, the NEA director of Government Relations about the endorsement process.*

Q. The candidates had quite similar views on many educational issues. On what basis will President Futrell make her recommendations to NEA-PAC?

Melley. President Futrell will rely on several sources. The NEA candidate questionnaires provide information on where the candidates stand on 20 specific issues in the NEA legislative agenda. The interviews President Futrell videotaped with many of the candidates provide still more information on the candidate positions.

It's important to recognize that our NEA endorsement process—through the questionnaire and the videotaped interviews—works to educate the candidates and the public about issues in education and NEA's positions on them. The process, in effect, encourages candidates to develop education platforms.

President Futrell will be studying those platforms. She'll also be studying what NEA members have been saying about the candidates at the presidential endorsement hearings many locals have been sponsoring.

Finally, we have additional information sources for President Futrell: the voting records of candidates who are legislators, feedback from NEA state and local affiliates about their relationships with candidates who are or have been governors, various polling data, and information from the media.

Q. What are President Futrell's options?

Melley. For each major political party, President Futrell may recommend none, one, some, or all candidates for endorsement. "Some" and "all" designations would be effective only for the primaries. Should she recommend only one candidate in one party, it becomes a general endorsement recommendation.

All recommendations must be ratified by 58 percent of both the NEA-PAC Council and the NEA Board of Directors, both of which meet on December 3. In addition, any recommendation to endorse just one candidate would also have to be put to a secret ballot of all delegates to the 1987 Representative Assembly. Again, a 58 percent vote is required for endorsement.

Q. What about a recommendation of "None?"

Melley. NEA-PAC is in the business of endorsing candidates. But a recommendation can always be deferred. The next meeting of the NEA-PAC Council is scheduled for February 4, 1987. Mary Futrell has indicated to NEA-PAC her desire to identify one or more candidates whom we as an organization can support with an endorsement.

Q. What about NEA's relationship with the Republican Party?

Melley. It's in NEA's best interest to be involved in both parties because to achieve our NEA legislative program, we need the support of officeholders from both parties. We want to be a serious force within the Republican Party, and we've redoubled our efforts towards that end. We're making every effort to get all viable candidates involved in the NEA endorsement process. Representative Kemp, for instance, just finished doing a videotaped interview with President Futrell, and he went away from the interview quite pleased with the fairness, openness, and issue-centeredness of our process.

Q. How much strength can NEA be expected to muster on the Democratic and Republican convention floors next summer?

Melley. It's the Association's goal to maximize the number delegates loyal to the NEA at the presidential nominating conventions. We expect a minimum of 400 NEA members — of a total of 4158 — to be elected to the Democratic Convention in Atlanta and a minimum of 100 delegates — of 2277 — to the Republcian convention in New Orleans.

Q. Why is education so high on the political agenda this year?

Melley. Our past political activism has no doubt helped. It was

our lobbying, for instance, that helped make education a cabinet-level department, and departmental status has certainly given education more visibility on the national scene. The landmark report that sparked the current education reform movement — the 1983 *A Nation at Risk* — was commissioned by the Education Department. Today, there's a growing realization that our national well-being and the quality of our educational systems are closely connected, and that's a very welcome development.

Censorship

The Illinois Education Association-NEA recently aided in a major academic freedom victory when it supported Deborah Pauly, editor of the *Alestle*, the student newspaper at Southern Illinois University at Edwardsville. The *Alestle* had published investigative reports **critical of university mismanagement** and the university's response to the current collective bargaining campaign on the campus. The administration responded with a crackdown on the paper, but was forced to back off. A key turning point came when former IEA President Reg Weaver held a news conference to denounce "a climate of fear and intimidation on the campus." The IEA also publicized the censorship attempts and worked with key state legislators like Illinois House Speaker Jim McPike (Alton) and State Rep. Helen Satterthwaite (Champaign). IEA's Marcus Albrecht notes that Deborah Pauly "has earned the respect of the university community for her valiant fight for First Amendment rights." The IEA-NEA is organizing the faculty at SIU and expects a representation election in the near future.

ACT/SAT

SAT mathematics scores in 1987 have increased by one point to 476, while verbal scores declined by one point to 430. ACT composite scores, meanwhile, have fallen by 0.1 point from 18.8 to 18.7. In the subject area tests, scores on the English, mathematics and social studies tests are down 0.1 point while the natural science score remains unchanged. **Minority students show large gains** on both exams. The ACT composite scores for Black and Puerto Rican students are up 0.4 points, while those of Mexican Americans increased by 0.2. NEA Vice President Keith Geiger says "the progress made by minority students is heartening. It's a sign that federal education programs are working." The Reagan Administration, Geiger points out, has repeatedly called for cuts in federal programs targeted to disadvantaged young people. Congress, he added, has fortunately not gone along.

Rights

There is a "**significant undervaluation of female-dominated jobs**" at the University of Massachusetts at Amherst, according to a study commissioned for the Massachusetts Teachers Association on behalf of the University Staff Association, the 1,200 member support-staff union at the University of Massachusetts at Amherst. In examining 76 job classifications, the study concluded, "the percentage of female incumbents in a job class is the most significant predictor of salary within the classified units of the University. Thus, the higher the number of females in a job class, the less the minimum salary for that class." USA President Leslie Horner is calling upon the Massachusetts state legislature to appropriate funds "to rectify these glaring inequities."

Divestment

Pennsylvania State University has announced that it would **divest its equity securities** in any United States corporation with operations in South Africa by December 31, 1988. As of August 31, 1987, Penn State invested $6.3 million in companies doing business there. At the same time, the University of Rochester recently renewed investments in firms with South African connections. The decision, when it became public, provoked a week of protests and demonstrations. The university then announced a moratorium on further investments.

Due Process

Testimony by Colorado Education Association-NEA education faculty and lobbying by CEA staff has been unable to halt the repeal of Colorado's Higher Education Due Process Act, passed in 1975. The Act provided **due process protections** for terminated faculty, including those affected by a reduction in force. But the CEA has succeeded in attaching an amendment requiring governing boards to "consult with faculty representatives chosen by faculty" when enacting local regulations to replace the statewide law. Affected are institutions governed by the State Board for Community Colleges and Occupational Education, by the Consortium of State Colleges, and by the State Board of Agriculture.

■ ***Burt Reynolds*** has teamed up with NEA on behalf of higher education. This summer, the actor filmed a public service announcement in support of NEA's fight against higher education spending reductions. The transcript: ***"There's something wrong when smart kids can't go to college.*** But that's happening. Student aid programs are disappearing. Well, I couldn't have gone to Florida State University without help...but I could play football (sorta). Now when I'm teaching at drama workshops I hear a lot of kids who have the grades, desperately want to go to college but just don't have the money. That's wrong. Join with the National Education Association to make sure that people who deserve to go to college can. Let's not make this a land of missed opportunities."

■ Norwich University, Vermont has begun the nation's ***first Peace Corps training program.*** "There are two ways to prevent war," stated President W. Russell Todd. "One is to make friends, and the other is to be so strong that nobody wants to attack you. I see the Peace Corps Program as being the first." Among incentives offered to those undertaking the four-semester course will be loans of up to $5,000 that will be forgiven to students completing two years in the Peace Corps.

■ WordStar Wars have broken out on many campuses, *U.S. News and World Report* reports in a recent issue. Major computer companies are selling hardware and software to faculty and students at ***highly subsidized prices*** to establish long-term purchasing patterns. The higher education market, which includes 2.5 million new potential purchasers each year, is expected to be worth up to $4 billion by 1992.

■ In 1988-89, 55 Americans will receive scholarships for a year of ***work and study in West Germany.*** Funded by the U.S. Congress and the West German Bundestag, the Congress-Bundestag Youth Exchange Program for Young Professionals is open to American citizens, aged 18-24. Applications are available from Congress-Bundestag Youth Exchange Program, CDS International Inc., 425 Park Avenue, New York, N.Y., 10022. The deadline is January 31, 1988.

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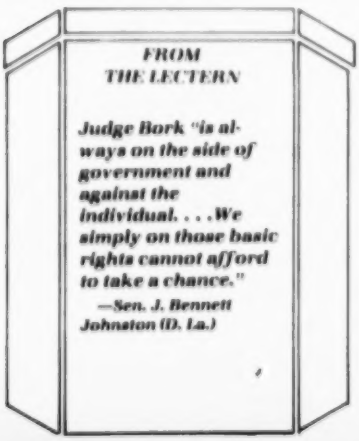
FROM
THE LECTERN
Judge Bork "is always on the side of government and against the individual. . . .We simply on those basic rights cannot afford to take a chance."
—Sen. J. Bennett Johnston (D. La.)

NEA Higher Education Advocate

For NEA Members in Higher Education

TIAA-CREF Response to Critics Held Inadequate

After years of resistance, a committee of trustees of TIAA-CREF, the nation's largest pension company for college professors, has issued a draft report calling for the creation of six new funds.

But the new report, note NEA analysts, fails to address the major concern of reformers: the "lock-in" or non-transferability of funds already paid into the TIAA-CREF system.

The report, entitled *TIAA-CREF: The Future Agenda*, comes after several years of pressure by groups such as the Commission on College Retirement, the National Association of College and University Business Officers, and the College Retirement Service Committee, which is funded in part by NEA.

All these groups have repeatedly urged TIAA-CREF to change its policies. The NEA-backed College Retirement Service Committee has even placed a series of full-page advertisements in the *Chronicle of Higher Education.*

Faculty and staff at the 3,800 colleges, universities, and other nonprofit institutions that currently participate in TIAA/CREF may direct their funds to be deposited into one of two funds: the TIAA Fixed Annuities Fund, which invests in fixed income holdings, and the CREF Stock Account, which invests in common stocks.

The six new funds would be in addition to a CREF Money Market Account now awaiting Securities and Exchange Commission approval. The funds would include:

- a *CREF Market to Bond Fund*, a long maturity fixed income portfolio.
- a *CREF Balanced Fund*, composed of stocks, bonds, and money market instruments.
- a *CREF "Actively Managed" Equities Fund*, similar to the domestic active 20 percent of CREF.
- a *CREF Passive Equities Fund*, an "index" fund.
- a *CREF International Equities Fund*, which would invest in foreign securities.
- *TIAA II*, an alternative fixed annuity fund.

The new TIAA-CREF report recommends that new contributions be able to move flexibly among the six new funds. For "old money," the report recommends a "vigorous and creative exploration of ways to overcome the very substantial legal and administrative obstacles to transferability from TIAA to CREF and from either to outside pension products."

Many faculty had expressed concern that the gains in the value of their pensions during the sustained 1980s bull market might be lost in a downturn. Last year, Stanford President Donald Kennedy endorsed a faculty committee request to permit transfer of contributions.

"We believe," Kennedy stated, "this is a healthy sign of the personal concern held by our faculty and staff to guide their own retirement affairs in an active way."

TIAA-CREF officals claim allowing the transfer of "old" deposits might jeopardize the funds' performance, since many TIAA-CREF investments are not liquid. They also argue that transferability will affect the funds' performance as annuities in the future.

Reformers point out that less restrictive retirement programs have experienced few adverse consequences, and that past experience has shown that the funds' inflexibility has led to economic hardship for faculty who retired during periods of market decline.

The new TIAA-CREF report does not recommend an increase in the number of elected TIAA and CREF trustees, a key demand of reformers. Currently, only eight of 40 TIAA and CREF trustees are elected by the membership.

Individual copies of *TIAA-CREF: The Future Agenda* are available for $5 from TIAA-CREF, 730 Third Avenue, New York, N.Y. 10017, or by calling 1-800-824-2733. An executive summary is free.

INSIDE NEA

NEA is a prime sponsor of the College Retirement Service Committee, which has closely monitored the activities of TIAA/CREF. Higher Education Advocate *editor Harold Wechsler recently interviewed the Service's Roy A. Schotland, professor of law at Georgetown University about the new TIAA-CREF draft report entitled* TIAA-CREF: The Future Agenda.

Q. What's your overall assessment of the report?

Schotland. The report fails to address the issue of prime importance to most faculty: the dollars already deposited. Faculty need increased flexibility to move their funds. That's why college business officers, Stanford University, and the Commission on College Retirement are recommending ending contributions.

Q. Why is ending of the "lock-in" such a key demand of those who are seeking to reform TIAA/CREF's policies and practices?

Schotland. With $63 billion in assets, plus new money and a 15 percent growth rate, TIAA-CREF is the largest non-federal pension fund in the nation, one of the very largest money managers of any type, and the *only* one that locks-in contributions. Faculty should be able to move their funds from TIAA-CREF to another employer-sponsored alternative.

Q. TIAA-CREF claims that the "lock-in" is necessary to assure maximum performance of investments. Do you agree?

Schotland. Of course not, or the Commission on College Retirement would not have called this "lock-in" unwise as well as illegal. There's no problem at all in unlocking. TIAA and CREF can simply copy what all other insurers have done. In fact, the "lock-in," along with unaccountable governance and TIAA-CREF's near monopoly in college pensions, has contributed to TIAA-CREF's ossification. When faculty have a choice, they increasingly prefer an alternative, such as a leading mutual fund. Under increased competitive pressure, TIAA-CREF has begun to move. Ending the "lock-in" is the only way to assure accountability—the best guarantee of maximum performance.

Q. Isn't the recommendation for a "vigorous and creative exploration" of whether or not to end the "lock-in" a reasonable position?

Schotland. I would be dubious of any "exploration" that comes after publication of three studies in just three years. TIAA-CREF enters upon the "exploration" with the view that "The magnitude of the obstacles cannot be overemphasized." We all know what "further study" too often means. TIAA-CREF's record for resisting change is amazing. TIAA-CREF officials spent millions of our dollars to resist unisex actuarial tables, although any lawyer could have told them they'd lose (as they did).

Q. Can NEA members make their views known?

Schotland. The TIAA/CREF trustees meet on November 19. Members should write to the TIAA and CREF trustees (Trustee addresses are listed in the CRSC Action Committee, the first such organization exclusively in high-advertisement in the October 21, 1987 Chronicle of Higher Education) and tell them that the key issue is not the feasibility, but the necessity, of ending the "lock-in."

CONTRACTS

Minnesota Community College Faculty Association members have overwhelmingly ratified a 1987-89 contract. The new pact provides for 7 and 10 percent increases respectively, the largest in the Association's history, as well as for increased compensation and protections for part-time faculty.

The members of the Minnesota Inter-Faculty Organization have ratified a two-year contract with the Minnesota University System that calls for respective salary increases of 6 and 7 percent. "The average increase represents the largest gain in real dollars since the faculty salary schedule was fully-funded in 1982-83," says IFO President David Jerde. "Higher percentages were applied to the lower ranks, recognizing that they have been lower in comparative statistics nationally than the higher ranks." The contract provides for full rights to non-tenure-track faculty. There will be due process for non-renewal

except when funding for a position is lost. Contact: Judy Burgland, Minnesota Education Association, 612-227-9541.

Political Action

This summer, the nation's community colleges formed the Community College Political Action Committee, the first such organization exclusively in higher education ranks. "Higher education is not doing its share to support the policies and the policymakers that are keeping education a strong national priority," says College of DuPage President Harold McAninch, chair of CCPAC's board of directors. "Since the family of community, technical, and junior colleges has become the largest segment of postsecondary education, the two-year colleges are increasingly conscious of their responsibility to help **address national issues** and to shape educational policy. The focus of CCPAC is issues and programs, not candidates." CCPAC's treasurer is Diane Eisenberg, a Washington, D.C. educational consultant. The address is 8872 Woodland Drive, Silver Spring, Md. 20910.

COMMUNITY COLLEGES

Associate degrees and postsecondary certificates in less-than-four year programs increased more rapidly than all other awards granted by institutions of higher education from 1975 to 1985, according to a new report. The study found that over three-quarters of all awards in less-than-four-year programs were in four major fields of study: business and management, liberal/general studies, health sciences, and engineering technologies. In 1985, **women earned 60,600 more degrees** and awards than men; in 1975, they earned 19,000 fewer awards. The study, *Less-Than-4-Year Institutions of Higher Education: 1983-85*, is available from the Center for Education Statistics, Department of Education, 555 New Jersey Avenue, N.W., Washington D.C. 20808-1327.

GRANTS

National Foundation for the Improvement of Education-Christa McAuliffe Fellowships in Educational Pioneering. Teams of educators actively engaged in the teaching process from kindergarten through post-secondary education (including students in schools of education) may apply to attend a summer conference exemplifying the best qualities of Christa McAuliffe. This year's theme: *Preparing All Students for the 21st Century: Creative Uses of Technology*. The deadline for applications is February 1, 1988. Contact: NFIE, 1201 16th Street, N.W., Washington, D.C. 20036 (202-822-7840).

PUBLICATION

The next issue of ***Thought and Action***, the NEA higher education journal, will shortly be sent to all higher education members. The issue contains a special article by Ernest Boyer of the Carnegie Foundation for the Advancement of Teaching on school-college relations, a special section on faculty salaries and "market-equity," and articles on independent scholarship, academic-corporate relations, teaching and learning effectiveness, and the university and SDI.

Submissions for consideration by the *Thought and Action* Review Panel are welcomed. They must be less than 4,000 words in length and must be typed, double-spaced with notes at the end. The address is *Thought and Action*, NEA, 1201 16th Street, N.W., Washington, D.C. 20036.

ORGANIZING

Christine E. Maitland, formerly of the California Faculty Association/NEA, has joined the NEA national staff as an organizational specialist in the higher education office. Maitland has extensive experience in organizing, negotiations, and arbitration work for higher education faculty.

Her publications on labor relations include "Bargaining for Temporary Faculty," which appeared in the spring, 1987 issue of *Thought and Action*, and articles in *The Chronicle of Higher Education* and *Change*. Maitland holds the Ph.D. in Education from the Claremont Graduate School. She specialized in labor relations, economics, and administration. She may be reached at 202-822-7110.

■ Plans for the creation of the **nation's third largest research library** were announced recently by a consortium of Washington, D.C. area colleges. The computer-linked "super-library" would eventually house more than 5 million volumes, trailing only Harvard and Yale with 10.3 and 8.3 million volumes respectively. The facility would be located in Prince George's County, Maryland and would cost $21 million, including a proposed $7 million federal contribution.

■ The recent annual meeting of the History of Education Society featured a session on the **history of the National Education Association.** Carolyn T. Bashaw of the University of Georgia read a paper entitled, "Female Participation in the NEA Department of Superintendence, 1887-1918," while Gerald T. Burns of Wesleyan University spoke on "The NEA and the Emergence of the Modern American Secondary Curriculum in the 1890s."

■ The nation's 127 medical schools this year graduated 15,830 students, 287 less than the 16,117 receiving degrees in 1986, reports the Association of American Medical Colleges. **Women graduates continue to increase** with 5,107 (32.3 percent) earning M.D. degrees this year. The percentage of minority graduates has remained in the 7 percent range over the past few years.

■ *What's It Worth?* is a new Census Bureau study of the average income of adults in various occupations. The average professional earned $3,178 monthly while a high school dropout earned $693. At the scale's upper end, those who studied law reported an average monthly income of $3,726, those in medicine and dentistry reported incomes of $3340. In contrast, nurses and pharmacists reported incomes of $1,299 while home economists reported $1 063.

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FROM THE LECTERN

"It is neither sound nor sensible for those who are acting as trustees for the college world to wait for [the "old money"] transferability to be ordered by the courts after litigation."

—Commission on College Retirement

NEA Higher Education Advocate

For NEA Members in Higher Education

NEA Challenges Bennett's Interference with Accreditation

The National Education Association has strongly protested Secretary of Education William Bennett's proposed revision of the Education Department's rules and criteria for recognizing accrediting agencies. The accreditation of postsecondary institutions by an accrediting agency recognized by the Secretary of Education is required for eligibility for many kinds of federal assistance, both to institutions and to their students.

Under section 602.17 of Secretary Bennett's newly proposed "Procedures and Criteria for Recognition of Accrediting Agencies," such agencies would have to place greater emphasis on "the consistent assessment of documentable student achievement as a principal element in the accreditation process."

An institution seeking accreditation would have to specify "educational objectives that are appropriate in light of the degrees and certificates it awards," and then "adopt and implement effective measures, such as testing, for the verifiable and consistent assessment and documentation of the extent to which students achieve these educational objectives."

This regulation, notes NEA, would place accrediting agencies in a "watchdog" position. NEA has called for the deletion of the entire section, terming the proposed use of assessment tests a threat to the individual professor's academic freedom and to optimal student-faculty relationships.

Current NEA resolutions on the comprehensive evaluation of student academic progress, enacted in 1981 and 1985, point out that learning should be assessed with measures directly linked to the coursework and materials used by individual faculty members. The testing proposed in the new regulations is, NEA notes, "particularly insidious, as these test scores tend to be given inordinate weight and attention."

Last year, in a major position statement on accreditation, the NEA Executive Committee resolved "that, in order to protect institutional diversity and autonomy, accrediting agencies should not become a means for imposing standardized curricula, assessment models, or pedagogical methods on higher education institutions."

High-ranking members of Congress have already joined NEA's opposition to the new Education Department accreditation proposal. A bipartisan congressional statement signed by House Education and Labor Committee Chairman Augustus Hawkins (D-CA), ranking Committee minority member James M. Jeffords (R-VT), and Pat Williams (D-MT), chairman of the Subcommittee on Postsecondary Education, states the issue clearly: "There is a fine line between overregulating by the federal government and trying to encourage quality performance while increasing accountability."

The proposed regulations, the congressional statement continues, "have crossed that line and infringe upon those activities which are appropriately left with local, state, public, and private institutions and authorities."

The Council on Postsecondary Education, the American Council on Education, and the American Association of Community, Junior and Technical Colleges are among the organizations that have also objected to the proposed new rules. COPA and ACE argue that the regulations violate a 1979 law that prohibits the Education Department from enumerating the educational activities postsecondary education institutions may conduct. The AACJC is charging that Secretary Bennett has "politicized" the accreditation process.

The public comment period on the regulations ends December 4. Comments may be sent to Mr. Kenneth Whitehead, Deputy Assistant Secretary for Higher Education, Office of Postsecondary Education, U.S. Department of Education, Washington, D.C. 20202.

INSIDE NEA

Saving Minds

NEA has for years supported the efforts of historically Black colleges to offer access and opportunities to minority students. Recently, the United Negro College Fund recognized the contributions of NEA and current NEA President Mary Hatwood Futrell by awarding Futrell its Outstanding Leadership Award.

"Mrs. Futrell was selected based on her commitment to excellence and her dedication to education," noted Glendonia McKinney, chairperson of the UNCF Advisory Board, at awards ceremonies last month. "She has inspired many young people to pursue the goals of higher education."

Several days after the ceremonies, Secretary of Education William Bennett announced proposed regulations that threaten historically Black and other colleges by making postsecondary institutions whose graduates exhibit Graduate Student Loan default rates of greater than 20 percent ineligible for further GSL participation.

For more information about the United Negro College Fund — and reactions to the new Education Department regulations — Higher Education Advocate editor Harold Wechsler went to UNCF President Christopher F. Edley, Communications Director Harriet S. Schimel, and UNCF Area Development Director Diane Fields.

Q. Give us a brief history of the United Negro College Fund.

A. The Fund is 44 years of age and was created by Dr. Frederick D. Patterson. It started with a handful of institutions that found it increasingly difficult to secure the funding necessary to keep them afloat. Since its founding, UNCF has raised over $400 million for its member institutions. In 1985-86, its revenues were $38.1 million. The funds are donated by corporations, foundations, individuals, unions, students, civic groups, and many others.

Originally, UNCF's primary concern was student funding. As an advocate for its consortium, UNCF has dealt with questions of capital improvements, endowments, curriculum, and faculty. It's also active in government affairs.

Financial aid is still a key issue. As our students become more dependent on loans than grants, many confront a $15-20,000 bill upon graduation.

Q. Tell us about the students and institutions you serve.

A. The 42 private, predominantly Black colleges of the UNCF enroll some 45,000 students annually. Enrollment has increased more than 10 percent since 1970. All UNCF institutions are accredited, four-year liberal arts colleges, and all are in the south or southwest, except for Wilberforce in Ohio.

When asked why they attend a UNCF school, students cite the high academic standards that will enable them to attend graduate and professional schools. More than a quarter of UNCF alumni go on to graduate and professional study. At some institutions, more than 10 percent of the graduating class each year is accepted by medical and dental schools and schools of veterinary medicine. Twenty-seven percent of UNCF students graduate with business degrees. Twelve hundred are studying to become engineers. They are enthusiastic about small classes, individualized faculty attention, and the special environment that only a Black college offers.

These students also depend on low tuition rates. The cost of attending a UNCF school is about two-thirds the tuition and expenses at private colleges nationally. UNCF students, for the most part, come from low-income parents. Ninety percent require scholarships and loans.

Q. How does UNCF view the default issue?

A. The proposals threaten the key objective of federally funded student aid: making college accessible to the nation's most impoverished students. Declines in federal grants programs have made poorer students heavily dependent upon loans. At the same time, the college enrollment of disadvantaged and minority students is declining. Black colleges play a crucial role in preserving access. While they enroll only about 30 percent of all Black students in four-year colleges, they produce nearly half of all black graduates. Two out of five students are from families that live below the poverty line. We should be doing everything we can — from preschool programs like Head Start through vocational and professional studies — to tap the full potential of each youngster.

The effort to reduce student loan defaults must not endanger future access to college for minority youth. We should do something about renewing dreams for the future, instead of foreclosing the future.

Q. How can one learn more about UNCF?

A. UNCF has 30 field offices. Our headquarters is at 500 East 62nd St. New York, NY 10021.

Endowments: The Ups and Downs

Endowment income accounts for less than 1 percent of all current fund revenues for higher education in the public sector. But, in the private sector, endowment income accounts for more than 5 percent of revenue and for as much as 20 percent at some institutions. According to a recent Center for Education Statistics report, the market value of endowment assets grew more than 63 percent (from $24.4 billion to $39.9 billion) across all institutions of higher education between FY 1982 and FY 1985. Endowment yield increased by 23 percent. These figures are reduced to 36 and 3 when controlled for inflation.

Just as these figures increased in response to general stock market conditions, endowment values fell during the current stock market decline. The Texas Permanent University Fund, one of the two largest, lost $400 million within days.

Pension funds and foundations also suffered from the stock market decline. During the first three weeks of October, C.R.E.F. lost more than 18 percent of its value, while the Rockefeller Foundation reported an 18 percent decline between September and mid-October.

The School-College Tie

Furthering its long-standing support of collaborative projects between colleges and public schools, the NEA is supporting the distribution of the *National Directory of School College Partnerships: Current Models and Practices, 1987*. NEA's Instruction and Professional Development and Affiliate Services divisions have provided a copy of the new directory to each NEA higher education affiliate. Published by the American Association for Higher Education, the directory describes successful partnerships in such areas as in-service education, college-level instruction to high school students, and programs aimed at "at-risk" students.

"The NEA has a long history of encouraging and supporting linkages between the elementary, secondary and postsecondary levels," says NEA Instruction and Professional Development Director Sharon Robinson. "I hope that these projects inspire ideas for member-initiated projects."

NEA Affiliate Services is soliciting additional school-college partnership proposals and can offer some modest support. Send proposals to Gerie Bledsoe, Office of Higher Education, NEA, or call 202-822-7146. The directory may be obtained for the discount price of $10.00 from the same address.

Rejection

The Senate Labor and Human Resources Committee recently recommended against confirmation of Charles A. Moser to the Council of the National Endowment for the Humanities, a step that virtually ended his candidacy.

NEA, People for the American Way, and the National Humanities Alliance opposed Moser, a professor of Slavic Languages at George Washington University, because of his deep involvement with ideological right-wing groups. In 1974 Moser worked with a group of parents in Kanawha County, West Virginia, to ban textbooks that included selections from the writings of Black authors on the grounds that the books were "anti-Christian, anti-American, depressing and negative."

Senator Edward Kennedy (D-Mass.) the committee chair, called NEA, People for the American Way, and the National Humanities Alliance "decisive" in defeating the nomination.

Minorities

Black enrollments in American graduate schools have declined from 5.1 percent in 1976 to 4.2 percent in 1982, according to Gail Thomas, a Texas A and M sociologist. Writing in the *Harvard Educational Review*, she notes that in engineering, Blacks constituted 3.3 percent of all undergraduate degree recipients, but received only 1.6 of master's degrees and less than 1 percent of all doctorates. To change the situation, she comments, "the major thrust should be at increasing the **variety and quality of educational opportunities** for minorities at the preschool and primary school levels. It's very clear that the disadvantages in achievement begin at these levels and become larger along the educational pipeline."

The *Harvard Educational Review* may be obtained by writing its business office at Longfellow Hall, 13 Appion Way, Cambridge, Mass. 02138.

■ *The NEA Federal Income Tax Guide for Education Employees* by John C. Arch offers a comprehensive overview of the new federal income tax law and specific information on changes in home office, medical, interest and miscellaneous deductions, employee business expenses, and fellowships. Copies are $6.95 postpaid ($2.00 extra for first class) and will be mailed on December 28. Order from the NEA Professional Library, P.O. Box 509, West Haven, CT. 06516 (203-934-2669).

■ Some 250 clerical employees of the Community College of Rhode Island have voted to retain the local affiliate of NEA Rhode Island as their bargaining representative, rejecting a challenge from the American Federation of State, County and Municipal Employees.

■ Five NEA members have been appointed to three-year terms on the National Council for Accreditation of Teacher Education, the agency that accredits institutions providing professional education for teachers and other school specialists. The appointees are Dr. Patricia Boyd, Lawrence, Kansas; Dr. Penelope Smith, High Point, N.C., Lynette Booth, Orlando, Fla., Dr. Carol Buchanan, Dallas, Texas, and Alice Harden, Jackson, Miss. NCATE currently accredits 525 of the nation's 1,200 teacher training institutions.

■ The ***Faculty Exchange Center*** was established in 1973 to facilitate the exchange of faculty positions with colleagues in the same field in both North American and overseas institutions where the language of instruction is English. The FEC publishes a biannual directory. It has recently expanded its program to address the needs of retired faculty. The Center may be reached at 952 Virginia Avenue, Lancaster, PA 17603 (717-393-8985).

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FROM THE LECTERN

"We have a problem with the idea of penalizing current students for something former students did and for penalizing institutions that take a chance on high-risk students."

—Charles B. Saunders, Jr., American Council on Education, referring to the proposed GSL program changes.

NEA Higher Education Advocate

For NEA Members in Higher Education

Bell Memoir Details Right-Wing Attacks on Department of Ed

A just-published insider's look at education policy-making under the Reagan Administration charges that ultraconservatives opposed to any federal role in education—and hostile to minorities—have played key roles in setting the Reagan education agenda.

The new book, *The Thirteenth Man: A Reagan Cabinet Memoir* by Terrell H. Bell, documents Bell's stint as President Reagan's first secretary of education.

The book describes a Department of Education laden with right-wing ideologues. These ideologues and their sponsors, notably Edward Meese, then of the White House staff, waged constant internecine warfare with Bell.

Battles over the federal education budget began as soon as he assumed office. Bell says he strongly opposed White House Budget Director David Stockman's proposed education cuts in the first Reagan era budget: "I could not fathom his rationale for the budgetary choice of cutting student aid and retaining such other worthy expenditures as subsidies for cancer-causing tobacco."

Bell's book claims that accepting the appointment of ultra-conservatives to Education Department posts was necessary to obtain White House support for his own appointees. But Bell soon learned that the ideologues in the Department were working to force him out of office or, failing that, to attack Bell loyalists and discredit student, school, and college financial assistance programs.

When he accepted the position of secretary of education, Bell promised to lead a movement to abolish the Department, which had been created by Congress in 1979 with strong NEA support. But during his four-year stewardship, Bell says he became convinced that cabinet status, with its access to the president, his staff, other cabinet members, and the Office of Management and Budget, was crucial for the advancement of education.

Bell says he quickly found that there was little political support in Congress for abolishing the Department. He quotes what Senator Howard Baker told him: "We can't abolish the Department of Education. We just went through a big fight a couple of years ago to establish it." Senator William Roth, Bell notes, refused to introduce the legislation needed to abolish the Department. In all, 81 Senators opposed abolition.

The book chronicles Justice Department efforts to narrow interpretation of civil rights legislation.

"Despite supportive comments I had heard several times in meetings with the President," Bell writes, "I never received any encouragement from others in the White House or from those in the Department of Justice to support enforcement of civil rights laws."

Dubious reinterpretations of federal statutes were accompanied by "apparent bias among mid-level right-wing staffers in the White House and at OMB." Adds Bell: "I was shocked to hear their sick humor and racist cliches. For example, when the bill to establish a national holiday to honor Martin Luther King, Jr., was before the president for his signature or veto, these bigots referred to Dr. King as 'Martin Lucifer Coon! ha! ha! We'll soon be able to celebrate Martin Lucifer Coon's birthday.'"

After Bell left office, the ideologues took control over the Department. Under William Bennett, Bell's successor, criticisms of student and institutional financial aid have intensified, as have attacks on NEA for thwarting his ultra-conservative agenda.

The latest example of the continuing pragmatist-extremist split within the Department of Education came just last month with the resignation of Justin Dart as commissioner of rehabilitation services. Dart changed his department was "plagued with management problems," and that a small but effective minority in the federal service and in the community was "dedicated to a divide and conquer strategy of promoting hostility among government, advocates and professional service providers."

Editor: Harold Wechsler

INSIDE NEA

Update: No National Endorsement—Yet

NEA has been active this fall on many fronts affecting higher education members. Higher Education Advocate *editor Harold Wechsler asked Gerie Bledsoe, coordinator of NEA Higher Education to update the status of NEA activities covered in earlier* Advocate *articles.*

Q. Can you update us on the NEA's presidential endorsement process?

A. This fall, state and local NEA affiliates held 1,790 open hearings on the Presidential race. These hearings were the centerpiece of our NEA endorsement process—perhaps the most democratic in the nation—and drew the participation of over 35,300 NEA members.

After obtaining reports about what members had to say at these hearings, NEA President Mary Hatwood Futrell recommended that NEA-PAC, NEA's political action arm, make no endorsement at this time. Six current Democratic candidates, Futrell noted, all indicated strong support for education in the NEA questionnaires and videotaped interviews they completed.

None of the Republican candidates, Futrell said, has as yet completed both the questionnaire and the videotaped interview required of any candidate who seeks NEA's endorsement.

NEA-PAC still may issue a primary endorsement in '88. The NEA-PAC Council will be meeting again in February and in April.

Q. What are the practical implications of not endorsing a candidate at this time?

A. Not endorsing a candidate at the national level at this time frees state affiliates to make their own endorsements from among the acceptable candidates—those candidates who have participated fully in the NEA endorsement process process. The decision not to endorse yet also leaves the door open for other candidates to complete the steps required by the NEA endorsement process.

Right now, six Democratic candidates are "acceptable." These six are former Arizona Governor Bruce Babbitt, Massachusetts Governor Michael S. Dukakis, Rep. Richard A. Gephardt (MO), Senator Albert Gore (TN), Reverend Jesse L. Jackson (IL), and Senator Paul Simon (IL).

Q. Could you comment on some other stories we covered this fall? In October, TIAA-CREF issued a draft report containing recommendations for the future of the retirement plan. What happened when the trustees considered the report?

A. The TIAA-CREF trustees ratified the report as presented, leaving our retirement funds "locked-in" forever. This is very unfortunate. The report is simply inadequate.

Q. The NEA actively opposed the nomination of Judge Robert Bork to the Supreme Court. Can you comment on the nomination's defeat on the Senate floor and on subsequent developments?

A. We believe that Judge Bork's defeat was in the nation's best interests and are proud in having played a major role in obtaining that result. NEA was the first national organization to come out against the Bork nomination.

Judge Ginsberg's nomination came and went so fast that NEA did not have time to accord that nomination the careful scrutiny that should be accorded to all nominations. As of the time of this interview, we are still in the process of examining the lengthy public record of Judge Anthony Kennedy, the present nominee.

Q. What about accrediting? Secretary Bennett has threatened to change accrediting regulations in a way that would threaten the traditional process.

A. NEA protested these regulations, and now I note that C. Ronald Kimberling, the assistant secretary for post-secondary education, recently stated that he was willing to listen to higher education's concerns. Kimberling said he didn't "want to be a bull in the china shop and ram the regulations right through." That's encouraging.

Q. How about our bargaining efforts?

A. We've negotiated attractive contracts for our members in many states during the past months. And recent statistics show that collective bargaining continues to produce substantial salary differentials over non-bargaining campuses.

Most salary increases fell into the 8-9 percent range, but some compensation increases went well over 10 percent.

AIDS

The American College Health Association has finalized plans for a series of **regional AIDS education workshops**. Under a cooperative agreement with the Centers for Disease Control, ACHA has scheduled day and a half seminars at the University of Maryland, College Park (March 12-13), Clemson University, South Carolina (April 1-2), California State University, Long Beach (April 15-16) and Illinois

Plan To Attend the 1988 NEA Higher Education Conference

Advancing the Profession: Increasing Faculty and Staff Influence In the Academic Environment

March 4-6, 1988

Mansion del Rio Hotel, San Antonio, Texas

Advancing the Profession: Increasing Faculty and Staff Influence in the Academic Environment is the theme of the 1988 NEA Higher Education Conference. According to several recent studies, faculty and staff at institutions of higher education believe that their influence within the academic community has been significantly eroded. The threat of imposed student and program assessment is also a major concern. Tenure, academic and intellectual freedom seem less secure on many campus, while part-time, temporary, and non-tenure track appointees fill many positions once held by full-time, tenure track faculty. These and other important issues will be addressed in San Antonio at this, one of the most unique forums of the year. A partial list of topics includes:

—The Efficacy of Peer Review
—Evaluation of Administrators
—Organizing Part-time Faculty
—Curriculum Reform
—The Liberal Arts in the Training of Teachers
—Resolving Racial Tensions on Campus
—Political Partnerships between Teachers and Professors
—Rewarding Good Teaching and Scholarship
—Merit and Market Pay
—Expanding the Faculty Role in Community College Governance
—Sexual Harassment in Higher Education

Participants will have an opportunity to review and discuss developing NEA policy in several of these areas.

PRECONFERENCE ACTIVITIES

9:00 a.m. — 5:00 p.m., daily

Thursday, March 3—Chapter Presidents' Workshop

Friday, March 4—National Council for Higher Education Meeting

Watch upcoming issues of the *Advocate* for more details.

See reverse for registration information.

1988 NEA NATIONAL HIGHER EDUCATION CONFERENCE

Conference Registration

La Mansión del Rio Hotel
112 College Street • San Antonio, Texas
1-800-531-7208

March 4-6, 1988

NAME (please print): _____

ADDRESS: _____

CITY, STATE, AND ZIP CODE: _____

TELEPHONE: (Days) ( ) _____ (Evenings) ( ) _____

COLLEGE/UNIVERSITY: _____

Registration Fee: **The registration fee is $65 for NEA members and $95 for non-members. This includes the cost of coffee breaks, keynote reception, luncheon Saturday, and brunch Sunday.**

Hotel: **The Mansion del Rio, perhaps San Antonio's most beautiful hotel, is located on the famed "River Walk" in the downtown area. Within a few blocks are the city's other major attractions: the Alamo, Tower of Americas, La Villita, and convention center. Craft shops, cafes, and entertainment are concentrated along the "River Walk," a true architectural masterpiece, where you may walk or take a river taxi.**

Reservations: **Upon receipt of your registration form and fee, you will be sent a hotel reservation card. You must complete this card promptly and return it directly to the Mansión del Rio Hotel not later than February 8. The special conference rate, available only through NEA, is $78 single occupancy and $84 double occupancy per night plus room tax.**

Parking: **Parking at the hotel is available to all registered guests at a cost of $6 per day. An hourly rate applies for all conference participants not registered in the hotel.**

Limousine Service: **A limousine to or from the airport costs $5.00; a taxi costs $15.00.**

Guests: **A special program is planned for guests this year. Guests may register for any of the conference's sessions and may purchase tickets to attend meal functions. Reservations are necessary.**

This form (keep a copy for your information), along with the required registration fee, MUST BE RETURNED BY FEBRUARY 8, 1988, to:
Mr. Gerie B. Bledsoe, Coordinator

NEA Higher Education Conference
National Education Association

1201 16th Street, N.W., Suite 320-1 • Washington, DC 20036-3290
(202) 822-7136

State University, Normal (April 28-29).

The CDC grant will enable ACHA to reach faculty, staff, and students of colleges and universities that have not yet established AIDS education programs. ACHE will invite about 200 colleges to send representatives.

For more information on the ACHA seminars, contact: ACHA, 15879 Crabbs Branch Way, Rockville, MD 20855 (301-963-1100).

MINORITIES

The American Council on Education has issued its *Sixth Annual Status Report on Minorities in Higher Education.* Among the key findings:

- Black and Hispanic higher education **participation rates have continued to decline** since 1976, even through minority student high school completion rates have increased.
- The number of degrees conferred to Blacks declined significantly between 1975-76 and 1984-85. All other minority groups registered gains in degree attainment at every level.
- In academic year 1985, Hispanics and American Indians continued to earn degrees in numbers well below their proportion in the total population.
- Education is no longer the most frequently chosen degree field for minorities at the bachelor's level. As of 1984-85, it had slipped to third, after business and the social sciences.

Single copies are $7.50. Contact: Office of Minority Concerns, American Council on Education, One Dupont Circle, N.W., Washington, D.C. 20036.

ORGANIZING

"Clerical unions appear to be more firmly established at public institutions than at private institutions, with two-year colleges more likely to be unionized than four-year colleges," report Richard W. Hurd and Gregory Woodhead in the latest *Newsletter of the National Center for the Study of Collective Bargaining in Higher Education and the Professions.*

The authors conclude that the pace of organization is quickening and unions have been **"remarkably successful,"** achieving bargaining rights on about 70 percent of the campuses where formal campaigns were initiated.

They note a propensity for unionization in areas where the degree of unionization is high in the total work force. Momentum is important: "Once a base is established among clerical workers in an area, the successful union expands to neighboring campuses and other clerical union organizers are attracted to the region."

NEA units included in their sample of large institutions include the University of Massachusetts (1293 employees), Southern Illinois University (658 employees), and Lansing Community College, Michigan (100 employees). Single copies of the *Newsletter* are for $4.00 from the Center, 17 Lexington Avenue, Box 322, New York, N.Y. 10010. NEA is a member of the Center.

ACADEMIC FREEDOM

The NEA-sponsored conference on **"The Future of Academic Freedom: Context and Challenge,"** to be held January 14-16 at the Holland Law Center, University of Florida, will focus on threats to academic freedom from pressure groups like *Accuracy in Academia*, the application of corporate governance methods to the university, and the exploitation of faculty through excessive part-time and temporary appointments.

NEA Vice President Keith Geiger, Dean Mark D. Yudof of the University of Texas School of Law, and James Davenport, chair of the NEA Standing Committee on Higher Education and the National Council for Higher Education, will address the conference.

Further information is available from Professor Hernan Vera, United Faculty of Florida, 213 S. Adams St., Tallahassee, FL 32301 (904-392-0274).

GOVERNMENT

New York University President John Brademas, for 22 years a member of Congress, recently denounced Reagan Administration education policies in an address keynoting the annual meeting of the Association for the Study of Higher Education.

"Every budget Ronald Reagan has proposed has called for **savage cuts** in financial aid to students," Brademas told the audience of over 400 scholars of higher education. "Moreover, tax law changes urged by the present Administration impose new burdens on U.S. colleges and universities and the students who attend them."

Concluded Brademas: "In recent months, we have seen a virtual epidemic of college bashing, with our institutions of higher learning under attack for a wide range of alleged failures. Certainly, our colleges and universities should not be exempt from criticism. The fact is, however, that few institutions in American life are so self-critical by nature, and indeed, so constantly engaged in, and subjected to, evaluation and assessment of their programs and practices as are colleges and universities."

Et Al

The Southwestern Community College in Iowa is the first NEA higher education unit in Iowa to achieve ***100 percent membership,*** Jerry Weese, President of the NEA-ISA local, recently announced. "Those of us who have been organizing in Iowa for a long time are extremely pleased by the accomplishment of a 100 percent local," Weese stated. The unit has bargained collectively for a decade.

The ***NEA 1988 Almanac of Higher Education*** will be sent to all NEA higher education members shortly. The new publication includes special articles on the 1986 Tax Reform Act, the 1987 Higher Education Technical Amendments, and recent enrollment trends. There is a new section on Supreme Court decisions affecting higher education, an updated fellowship listing, and expanded material on the NEA and higher education.

The Council for International Exchange of Scholars has announced that a number of ***1988-89 Fulbright Grants*** remain available to U.S. faculty. Specific openings exist on all continents. Scholars in all academic ranks, including emeritus, are eligible. Applicants should hold the Ph.D., have college teaching experience and show evidence of scholarly productivity. For information, contact CIES, Eleven Dupont Circle, N.W., Washington, D.C. 20036. Telephone 202-939-5401.

The ***1987 Higher Education Bibliography Yearbook*** identifies and summarizes book and journal articles in higher education of general interest and value. The annotations emphasize observations, findings, and recommendations. Copies are available for $25 from: Research Associates of Washington, 2605 Klingle Road, N.W., Washington, D.C. 20008.

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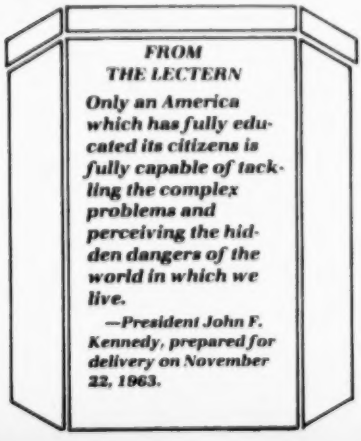
FROM
THE LECTERN
Only an America which has fully educated its citizens is fully capable of tackling the complex problems and perceiving the hidden dangers of the world in which we live.
—President John F. Kennedy, prepared for delivery on November 22, 1963.

24

NEA Higher Education Advocate

For NEA Members in Higher Education

The '88 Federal Budget: Higher Education Aid Increases

After months of negotiations, Congress has passed a FY 1988 budget that includes significant increases for some higher education programs. Education Department appropriations will receive $20.13 billion, as opposed to $19.47 billion in FY 1987.

Under the budget agreement reached just before the holidays, Pell Grant funding will increase from $3.8 billion to $4.26 billion—with a $100 increase in the maximum award. Special Programs for the Disadvantaged (TRIO) will increase from $176 million to $206 million. Graduate fellowships will double to $40 million, and campus-based student aid programs will be funded at roughly FY 1987 levels.

The budgetary process began last winter when President Reagan, with Secretary of Education William Bennett's strong support, proposed a massive $5.5 billion cut in aid to education. Under the Reagan Administration plan, Pell Grants would have been reduced by over $1 billion, Supplemental Educational Opportunity Grants and Work-Study programs would have gone unfunded, and Guaranteed Student Loans would have been halved.

The Senate and House essentially ignored the Administration recommendations, the Senate voting to fund all education programs at $21.3 billion and the House at $20.7 billion.

But the failure of the President and Congress to agree on an overall budget and the threat of a Presidential veto raised the probability that the provisions of the Gramm-Rudman-Hollings automatic across-the-board budget cuts could be triggered. This would have forced an 8.5 percent reduction in all programs, resulting in a $600 million cut for higher education programs.

The October stock market crash, in the meantime, forced the President to consider new revenue options, including increased taxation, as a strategy for deficit reduction, and congressional and White House representatives spent the next month negotiating on both expenditure and revenue bills. A tentative agreement was reached on the day the automatic budget reduction was to take effect. It provided for $17 billion in spending cuts and for $9 million in taxes in 1988 and $14 billion in 1989.

NEA has carefully monitored the budgetary process and worked hard to safeguard education funding at every step of the way.

"I think education did relatively well, given that the intense pressure to reduce the federal deficit," notes Gary Timmons of NEA Government Relations. "Despite this pressure, NEA members and staff were again able to convince Congress that higher education programs are crucially important."

Other provisions in the new budget affecting higher education, Timmons notes, include a 5 percent increase in the National Science Foundation budget, including a 40 percent increase in science education programs, and a 3.5 percent increase in research activity.

On the elementary and secondary level, the new budget provides the Chapter 1 compensatory education program a $384 million increase, to about $4.33 billion.

Education, notes Committee for Educational Funding President Andrea Bolling, fared better under the budget compromise agreement than it would have under Gramm-Rudman-Hollings.

"Overall," says Bolling, "we came out pretty well considering what could have happened. The increases in aid to education are obviously not enough, but, in these times, we turned out pretty well. But we have our work cut out for us next year."

President Reagan's FY 1989 budget is expected to be released shortly.

INSIDE NEA

NEA and the Community Colleges

Last month, representatives of 40,000 NEA community college faculty members met in Detroit to discuss faculty participation in campus governance. At the end of the meeting, the group adopted a resolution expressing "alarm and chagrin" over the decline in faculty and staff morale across the nation.

Higher Education Advocate *Editor Harold Wechsler asked James Davenport, professor of biology at Washtenaw Community College, Ann Arbor, Michigan, chair of the NEA Higher Education Standing Committee, and president of the newly-formed National Council for Higher Education, to discuss the conference and the resolution.*

Q. What did the conference accomplish?

A. This was the first meeting of a new working group on community college governance. The Advisory Group to the NEA Executive Committee, which was active in 1986-87, recognized the need for such a group, and the NEA Executive Committee authorized its formation. This working group will review current NEA policy and make recommendations on other policies needed to assert the faculty's rightful role and responsibility in institutional governance.

We anticipate a definitive report this spring and welcome input from any NEA community college faculty member. Interested faculty should write Gerie Bledsoe in the NEA Higher Education Office in Washington or attend the session on community college governance at the NEA higher education conference in San Antonio on March 4-6.

Q. How do we know that morale is declining?

A. Community college faculty are confronted by external and internal threats to their professional autonomy. According to several recent polls, faculty are increasingly alienated from administrators who try to govern by executive fiat rather than recognize the rightful role of faculty in academic governance.

Q. What else is causing the decline in morale?

A. External pressures are increasing primarily as a result of the demand for student assessment programs. As educators, we know that you can neither evaluate a student nor an academic program by one or two standardized tests. Too many legislators and administrators, under the guise of "excellence in education," have hopped aboard the "assessment" bandwagon, expecting it to produce significant results.

Q. How can this decline be stopped?

A. Our community colleges are one of the most unique, refreshing aspects of higher education in this country. They are actual symbols of our commitment to provide education to all citizens.

Faculty involvement always enhances the integrity of an academic program. The way to keep America's community colleges strong and viable is to sustain faculty morale by reasonable workloads, appropriate compensation, and professional development plans that encourage rather than punish faculty members. Treating us like factory workers and denying us professional self-respect damages our institutions and our students. Above all, we must enjoy sufficient participation in institutional decision making.

The text of the resolution adopted in December by NEA community college leaders:

Whereas, the community, junior and technical colleges are imperative to achieving this country's goal of affording educational opportunities for all citizens; and,

Whereas, recent studies of faculty opinion have reflected the decline in morale and confidence in the administration of these institutions, and

Whereas, the assembled leaders of more than 40,000 community, junior and technical college faculty and staff affiliated with the National Education Association have been charged with studying and making recommendations on faculty participation in the governance of their institutions,

Be it hereby resolved by the NEA Community College Governance Working Group:

That the decline of faculty and staff morale in American community, junior and technical colleges is viewed with alarm and chagrin; that this decline is largely the result of internal and external threats to the professional autonomy and self-respect of faculty and staff, administrative mismanagement, and demands for simplistic approaches to student assessment; and, that this decline in morale can only be reversed by programs designed to maintain reasonable workloads, to give appropriate levels of compensation, and to provide professional development that encourages improvement and innovation; and

Be it further resolved that:

All supporters of our country's community colleges are urged to

work together to see that this system is not only preserved but is given the support adequate to fulfilling its democratic mission.

CIVIL RIGHTS

In a major decision, U.S. District Court Judge John H. Pratt last month dismissed the 17 year old *Adams v. Bennett* landmark higher education desegregation litigation. Originally known as *Adams v. Richardson*, the case was brought to compel the federal government to enforce the 1964 Civil Rights Act. Title VI, which prohibits discrimination based on race, requires the cutoff of federal funds from institutions in violation.

Judge Pratt ruled that the suit was no longer valid, since the original 26 plaintiffs no longer had legal standing to sue the federal government. He cited a 1984 Supreme Court ruling that stated that the courts should not serve as "virtually continuing monitors of the wisdom and soundness of executive action," and concluded that the plaintiffs could no longer demonstrate that any remaining segregation resulted from federal laxity in enforcement of Title VI.

Advocacy groups criticized the decision. June Inuzuka, a Women's Equity Action League attorney, called the decision a "tragedy...Without Judge Pratt's orders...there is very little we can do in terms of forcing compliance." The NAACP promised an immediate appeal of Judge Pratt's ruling.

THE PRESIDENTIAL CAMPAIGN

An American Council on Education-sponsored commission has released a "Memorandum to the Next President" to influence presidential candidates to adopt pro-education campaign platforms. Composed mainly of college presidents, the Commission on National Challenges in Higher Education offered recommendations in five major areas:

- Education for an Increasingly Interdependent World: Federal support to strengthen all fields of international study, to improve the teaching of foreign languages and culture, and to provide more opportunity for student and faculty educational exchanges.
- Help Revitalize the Economy: Federal aid to increase the supply of teachers at all levels, provide tuition assistance for dislocated workers, to make educational benefits received from an employer tax exempt, and to increase the number of graduate research assistantships.
- Expand Educational Opportunity: Increased federal aid for such successful programs as Head Start and Upward Bound, increased need-based education grants funding and other student assistance, increased graduate fellowships for minorities.
- Address Human Needs and the Quality of Life: Increased support for applied social science research, programs to study and improve the quality of public and preventive health care, for preserving our scholarly resources and for development of computerized information storage and retrieval systems.
- Restore Respect for Fundamental Values and Ethical Behavior: Support for expansion of community service programs, and for incentives for students to enter public service careers in teaching, public health and social welfare.

DEPARTMENT OF EDUCATION

Last November, as part of its campaign to reduce defaults on guaranteed student loans, the U.S. Department of Education published, with considerable fanfare, the default rates of 7,295 American colleges and proprietary institutions. *Education Daily* has now reported that the department knowingly used inaccurate and incomplete data.

"Our survey work on the fiscal year 1985 data evidenced that it **is neither a complete nor an accurate picture** of any guarantee agency's operation," stated a memo from Education Department's Inspector General's office revealed by *Education Daily*.

ED's assistant secretary for postsecondary education has promised that the flawed data will not be used to eliminate schools from the program.

FACULTY RIGHTS

The Nebraska State Education Association has won a major court victory for non-tenured faculty by securing the reinstatement of a dismissed Mid-Plains Community College faculty member. The court found that the M.P.C.C. Board violated state law and its own policies when it refused to hold a dismissal hearing. It ordered conferral of back pay, damages, immediate re-employment, and tenure status. Deeming the case "precedent-setting," NSEA President Pat Richey notes that "community college boards must now be aware that they are neither exempt from following state law, nor their own policies, in employment relations with our members."

■ The ***History of Higher Education Annual*** is now accepting subscriptions. The current edition features articles on Robert M. Hutchins' *The Higher Learning in America*, the career of black educator Horace Mann Bond, the higher education of Southern women, and the history of the Jewish Theological Seminary. There are also essay reviews on current books in the field. Subscriptions are $10.00 postpaid from: *Annual*, Graduate School of Education, Lattimore Hall, The University of Rochester, Rochester, N.Y. 14627.

■ Eight of the twenty-four states that submitted applications are still in the running for the new generation superconducting super collider, expected to cost $4.4 billion. In late December, the National Academy of Sciences recommended sites in Arizona, Colorado, Illinois, Michigan, New York, North Carolina, Tennessee, and Texas. The Energy Department is expected to ratify the list, and a final decision is expected within a year.

■ Student financial aid increased to $20.5 billion during the 1986-87 academic year, but when adjusted for inflation it declined 6 percent from 1980 to 1987, according to *Trends in Student Aid: 1980 to 1987*, a College Board report. This decline contrasts sharply with real growth experienced during the 1960s and most of the 1970s. The federal government provided about three-quarters of total aid last year ($9.1 billion from the Guaranteed Student Loan Program alone). States added 7 percent and higher education institutions 18 percent. Copies of the report are $6.00 prepaid from: College Board Publications, Dept. M05, Box 886, New York, N.Y. 10101-0886.

■ A newly revised version of *Financial Aid: A Partial List of Resources for Women* helps women learn about and obtain their fair share of available scholarships, grants and loans. The booklet, listing over 60 programs, most of them geared at women, is available for $3.50 prepaid from: The Association of American Colleges, 1818 R St., N.W., Washington, D.C. 20009.

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FROM THE LECTERN

"With the presidential campaign, we can be sure there will be a lot of rhetoric about education, but how to translate that rhetoric into money is the big question for next year."

—Charles Saunders, Vice President, American Council on Education

NEA Higher Education Advocate

For NEA Members in Higher Education

Cisneros to Keynote NEA Higher Ed Conference

Henry Cisneros, the mayor of San Antonio, Texas and a professor at Trinity University, will keynote this year's NEA Higher Education Conference, entitled "Advancing the Profession: Increasing Faculty and Staff Influence in the Academic Environment."

The conference, to be held March 4-6 at the Mansión del Rio Hotel in San Antonio, will address a wide-ranging list of issues important to higher education faculty and staff.

Cisneros, a former White House Fellow with a doctorate from American University, has been mayor of San Antonio for eight years.

Wilhelmina Ruth Fitzgerald Delco, the chair of the Texas House Higher Education Committee, will offer another plenary address at the conference. She'll be discussing the role of faculty in the state-level reform of higher education.

One key panel at the upcoming NEA higher ed conference will focus on "Hispanic Students in Higher Education." On the panel will be two national authorities, Michael Olivas, professor of Law at the University of Houston Law Center, and author of *Latino College Students*, and Rafael J. Magallan, executive director of the Thomas Rivera Center, a policy institute affiliated with the Claremont Graduate School.

Another featured conference panel will address "Curriculum Reform: Reaction or Progress?" The panelists will include Mariam Chamberlain, president of the National Council for Research on Women, a consortium of college and university research centers on women. Chamberlain is the editor of the forthcoming report, *Women in Academe: Progress and Prospects*, a comprehensive survey of women as students, faculty, administrators and trustees. Also on the panel will be Carol Schneider, vice president of the Association of American Colleges.

Another conference session, "Political Partnerships: K-12 Teachers, ESP, and College Faculty," will feature addresses by Paul Hubbert, executive director of the Alabama Faculty Association, and James T. Butler, executive director of the Texas State Teachers Association.

Several panels will focus on the topics of official NEA policy statements now in the works. Among those topics: sexual harassment, part-time faculty, faculty participation in community college governance, and faculty evaluation programs.

The panel on sexual harassment will include a presentation by Anne Truax, director of the Women's Center at the University of Minnesota and an authority on sexual harassment policies. She will comment on a draft statement on sexual harassment prepared by the NEA Higher Education Standing Committee.

"Implementing NEA Policy for Part-time Faculty: Differing Perspectives" will include a presentation by David Leslie, professor of higher education at Florida State University, and former president of the Association for the Study of Higher Education. Tom Shipka of Youngstown State University will speak on "Collegial Evaluation in Higher Education: A Basis of Faculty Influence or Divisiveness?"

The topics of concurrent seminars at the conference will range from "Evaluating Administrators: The Faculty and Staff's Role," with Robert Kully of California State University-Los Angeles, to "Improving Academic Retirement: Faculty/Staff and Institutional Responsibilities," with William Crist of California State University-Stanislaus.

The conference will also include an open NEA budget hearing, an NEA Research Computer Network demonstration, and a business session of the Texas Faculty Association.

Over 500 educators from 46 states and several foreign countries attended last year's NEA Higher Education Conference. For registration information, contact: Gerie Bledsoe, NEA Higher Education Office: 202-822-7146.

Editor: Harold Wechsler

INSIDE NEA

Equity for Texas Higher Education

South Texas, the area generally south of San Antonio, the site of this year's NEA Higher Education Conference, is the home of a largely poor Hispanic population deprived of many higher education opportunities. Higher Education Advocate *editor Harold Wechsler recently talked with Milton Hawkins of the Texas Faculty Association Executive Committee about the TFA's role in improving the South Texas postsecondary situation.*

Q. Can you give us a general description of higher education opportunities in South Texas?

A. They're limited. In the Rio Grande Valley, which has a population of over 600,000, opportunities for graduate and for professional education are scarce. This is a very poor area, and education is considered one of the few means of escape. The population here is too poor to afford the expenses involved in attending college elsewhere in the state. We also believe that the Texas higher education budget allocation formula discriminates against our part of the state. This raises considerations of quality.

Q. Why did the TFA become involved?

A. Faculty in South Texas need to play a central role in setting the educational agenda for the area. We are the ones in the classrooms with the students. Their needs must not get lost in the shuffle as governance designs are considered. Faculty simply must be in a position to provide meaningful guidance and information as the needs of our region are considered.

Q. What is the TFA doing?

A. Last November, we sponsored a faculty conference on higher education in South Texas. Faculty representing a majority of the public institutions located in South Texas and the Rio Grande Valley attended. The conference considered recent events, including the Report of the Select Committee on Higher Education—which proposed creation of a comprehensive university at Pan American University at Edinburg, and a Texas Senate resolution asking the University of Texas and the Texas A and M systems to investigate the improvement of education in the region.

Q. What are the next steps?

A. Shortly after our conference, the Mexican-American Legal and Educational Defense Fund (MALDEF) filed suit against the state and the Texas Higher Education Coordinating Board, charging a pattern of institutionalized discrimination in the provision of higher education services to the largely Hispanic population of the region. We're now following up our conference by establishing an action committee to promote dialogue and education on the issues facing higher education in South Texas. The committee is holding hearings at the colleges in the region to get faculty input. We're also planning another conference, perhaps this spring. We don't want any changes, such as possible incorporation into the UT or the A&M system, to be purely cosmetic. Our primary consideration is the accessibility and the quality of the programs offered to the resident population.

CIVIL RIGHTS

By a vote of 75-14, the U.S. Senate has passed the NEA supported Civil Rights Restoration Act (S. 557). The proposed law would restore and affirm the anti-discrimination provisions of four civil rights statutes whose broad-based coverage was significantly narrowed by the 1984 U.S. Supreme Court decision in *Grove City v. Bell.*

In that case, Grove City College in Pennsylvania had refused to sign required assurance of nondiscrimination forms. The Supreme Court ruled that Title IX protections against sex discrimination in education institutions applied only to the specific "program or activity" at the college that received federal funds, not to the entire institution.

After that ruling, the U.S. Justice Department declared that the Supreme Court's narrow interpretation would be applied to other laws: Title VI of the 1964 Civil Rights Act, which bans race discrimination, Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination against persons with physical disabilities, and the Age Discrimination Act of 1975, which prohibits discrimination on the basis of age.

"The *Grove City* decision," comments Gary Timmons of NEA's Government Relations staff, "gives tacit approval to schools and colleges to discriminate in course offerings, extra-curricular activities, and student programs as long as they are not tied to a specific federally funded department, program, or activity."

The proposed bill would amend each of the four civil rights laws whose coverage was narrowed by the Supreme Court and reaffirm that institutions receiving federal funding are prohibited from practicing

discrimination in all of their operations. A number of weakening amendments were offered to this legislation, and the NEA opposed all of them.

COLLEGE ENROLLMENTS

Enrollments in the nation's 3,400 two- and four-year campuses increased this year to 12.5 million, up by 100,000 over last year. The increase comes despite a continuing drop in the number of 18-to 24-year-olds, the traditional college-going ages.

Some 7.2 million students are enrolled full-time, according to the latest figures, and 5.3 million part-time, with women outnumbering men, 6.67 million to 5.88 million. Undergraduates accounted for 10.9 million of the enrollment, and graduate students 1.6 million.

"The nation's higher education enrollment continues to hold steady even though the traditional college-age population of 18- to 24-year-olds is still declining," the Center for Education Statistics reports. "The projected enrollment decline in higher education has not occurred."

ORGANIZING

Faculty at Palm Beach Junior College in Lake Worth, Florida voted last month to affiliate with the United Faculty of Florida. The college faculty had previously been affiliated with the American Federation of Teachers.

"We're very pleased to have the faculty of Palm Beach Junior College as UFF members," says UFF President Jim Wilson. "Their participation will help us move toward a date when all faculty in Florida are united in improving higher education for the citizens of our state."

The chapter president at Palm Beach is Payge Dampier, the vice president Trinette Robinson, and the bargaining chair Jim Aldridge.

Earlier, the UFF announced 1987-1988 agreements with the five Florida community colleges already organized by NEA. Increases were 11 percent at Brevard, 9 percent at Broward, 6 percent at Hillsborough, 4.78 to 8.78 percent at Pensacola, and $1,850 across-the-board at Chipola. All nine state universities and some private institutions are in the NEA-affiliated UFF.

The Nebraska State College Education Association announced that it has negotiated a contract with the State Board of Trustees that includes a 12 percent salary increase for 1988-1989. According to Stan Dart, SCEA president, the state college faculties will for the first time approach comparability to the salaries in their peer group.

In addition to a 3 percent across-the-board increase, faculty at all four state colleges will receive comparability increases ranging from a minimum of $1,200 for instructors to $3,700 for full professors depending upon peer salaries at other institutions. Comparability raises will vary at each campus.

SCEA negotiator Jim Roark commented that the increases will be funded by tuition levies, if the legislature fails to appropriate sufficient revenues. Contact: Roger Larsen, NSEA, 605 S. 14th St., Lincoln, NE 68508. 800-742-0047.

Last month, Christine Maitland, of the NEA Higher Education organizing staff, presented a paper on "The Inequitable Treatment of Faculty Women in Higher Education" at the International Conference for Women in Higher Education, hosted by the University of Texas at El Paso. The paper discussed recent studies indicating that women grouped in the lower ranks and in temporary positions, tend to make less money than men in all ranks.

NEA Research has published a study of **salary schedules** of 541 public colleges. At community colleges, minimum scheduled salaries range from $18,697 for a bachelor's degree and $18,807 for an instructor to $24,628 for a doctor's degree and $28,678 for a professor. Mean maximum salaries range from $28,374 for a bachelor's degree and $27,932 for an instructor to $38,370 for a doctor's degree and $41,583 for a professor. Mean minimum salaries at four year schools range from $18,913 for instructors to $33,345 for professors. Mean maximum salaries range from $27,139 for instructors to $50,916 for professors. Copies of *Salaries Scheduled for Higher Education Faculty: 1986-1987* are available from NEA Research.

TEACHING

Within the next decade, the United States will need more than 2 million new educators.

"All projections we've seen project there will be a major shortage of teachers in the United States," notes NEA President Mary Hatwood Futrell.

To address this coming shortfall, NEA, working jointly with the American Association for Counseling and Development and the American School Counselors Association, has produced a new guidebook, *Education as a Career*, to attract capable students to the field. The guide describes the challenges and rewards of the varied careers in education and illustrates the numerous options available.

Copies are available for $9.95 prepaid from: NEA Professional Library, P.O. Box 509, West Haven, CT. 06516.

■ The University of California Press has announced that it will publish 12 volumes of the ***Martin Luther King Papers***. Consisting of his speeches, sermons, correspondence, and other writings, the volumes will be published over a 20-year period beginning in 1990.

■ Last month's American Council on Education annual meeting featured a panel on the transition from two- to four-year colleges. Of the 5 million community college students, only ***5-20 percent move to four-year colleges.*** Panelists agreed that the transition process is insufficiently student-centered, that bureaucratic procedures and inadequate guidance can discourage potential transfer students, and that faculty involvement has been missing since community colleges are usually governed by administrators, not faculty. Panelists also indicated that the problem is acute for minority students.

■ At the same conference, ACE released a special report, "The New Agenda of Women for Higher Education." The study resulted from a two-year effort on the part of the ACE Commission on Women to create a working agenda to help college and university presidents, faculty, and administrators to best accommodate the needs of women. Copies are $2.00 prepaid from: Publications Department, ACE, One Dupont Circle, Washington, D.C. 20036-1193.

■ Colleges are not raising their prices indiscriminately, states a "Staff Report on Rising College Costs," prepared by the U.S. House of Representatives Postsecondary Education Committee. States the study: "It does not appear that institutions are choosing to increase their prices. Instead, these decisions appear to be in response to the rising costs of operating an institution of higher education." The conclusions sharply contradict Education Secretary William Bennett's assertions that colleges have raised tuition and fees because federal student aid made it easy for them to get away with it. Copies of the report (stock number 552-070-03169-3) are available for $1.25 from: Superintendent of Documents, Congressional Sales Office, U.S. Government Printing Office, Washington, D.C. 20402.

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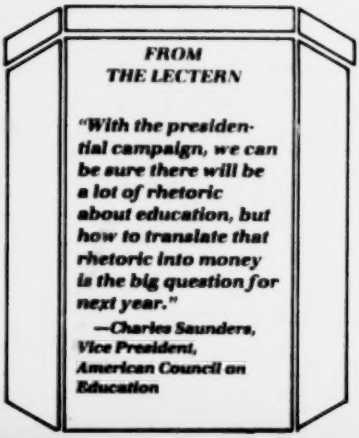
FROM
THE LECTERN
"With the presidential campaign, we can be sure there will be a lot of rhetoric about education, but how to translate that rhetoric into money is the big question for next year."
—Charles Saunders, Vice President, American Council on Education

NEA Higher Education Advocate

For NEA Members in Higher Education

Freedom of Information: In Jeopardy

The American Library Association is asking the nation to support March 16, James Madison's birthday, as Freedom of Information Day.

"Knowledge," as Madison once noted, "will forever govern ignorance, and a people who mean to be their own governors must arm themselves with the power which knowledge gives."

Unfortunately, in the U.S. today, freedom of information is a concept under severe pressure. Over the last seven years, Reagan Administration officials have repeatedly taken steps that limit or deny access to information.

Those attacks on access to information, charges the ALA, have taken a wide variety of forms, ranging from selective budget cuts and interference with scientific communication to disinformation campaigns and increased governmental secrecy.

"Since 1982, one of every four of the government's 16,000 publications has been eliminated," adds Nancy Kranich, chair of the ALA-initiated Coalition on Government Information.

The major federal legislation that protects the public's right to know, the Freedom of Information Act, is still, fortunately, on the books. Earlier this month, the higher education community saw once again how valuable the Act is when the Center for Constitutional Rights released over 1,200 pages of FBI documents. These papers, all obtained under the Act, show a pattern of FBI surveillance of faculty and students associated with the Committee in Support of the People of El Salvador (CISPES), a group critical of U.S. government policy in Central America.

White House agencies, most notably the Justice Department and the Office of Management and Budget, are doing their best to limit the effectiveness of the Freedom of Information Act. The agencies have developed new criteria that make searching for and duplicating government documents under the Freedom of Information Act increasingly expensive for scholars and other investigators.

This attack on the Freedom of Information Act is just part of a wider effort to limit citizen access to information about what government is doing. Notes a recent ALA report, *Less Access to Less Information By and About the U.S. Government*, the Reagan Administration has:

- increased the Pentagon's secret "black budget" to at least $22 billion.
- bound federal employees to secrecy contracts.
- reversed a 30-year trend toward fewer classified documents.

The ALA, in response, is calling for the rapid electronic dissemination of government information to depository libraries and denouncing the privatization of federal libraries and document depositories.

A reliance on commercial organizations, the ALA points out, can lead to the dissemination of only that information that can find enough buyers. Privatization also leads to the removal of publications from public depository libraries where they are available to scholars and citizens. The ALA objects as well to attempts to prevent dissemination of unclassified scientific research.

NEA takes a strong stance in favor of full access to information. A 1986 NEA statement, for instance, calls for funding to assure full dissemination of research, and James Davenport, chair of the NEA Higher Education Standing Committee, highlighted threats to access at a NEA-sponsored academic freedom forum held this past January in Florida.

The next issue of *Thought and Action*, the NEA journal of higher education, will feature a major discussion of the Reagan Administration's assault on government information.

Editor Harold Wechsler

INSIDE NEA

ACADEMIC FREEDOM

NEA last month sponsored a major conference on academic freedom in the 1980s. The conference surveyed the various threats to academic freedom that have emerged over the past two decades and explored strategies for meeting these threats. Higher Education Advocate *editor Harold Wechsler recently interviewed NEA Vice President Keith Geiger, the conference's keynote speaker.*

Q. As you see it, what are the new threats to academic freedom, and how serious are they?

A. I see three major threats: the so-called "myth of academe," the much-touted academic-business connection, and the reliance upon and victimization of a large cadre of part-time faculty.

The increasing hostility to academic freedom, I believe, threatens tenure, academic due process, and faculty self-governance. We are facing the deepest crisis since the worst days of the McCarthy period.

Q. Can we discuss these threats individually? What is the "myth of academe," and how does it affect the scholar's rights?

A. We all know this myth well. It holds that faculty work blissfully in blissful institutions that are blissfully designed to promote the blissful pursuit of knowledge. The myth promotes the tenet that the *intrinsic* rewards of academic life are so powerful that *extrinsic* rewards are unnecessary.

The myth encourages faculty to ignore problems of college and university control, and to assume that the actions of trustees, regents, and academic administrations, including those affecting a faculty member's academic freedom, are always in the everyone's best interest.

We frequently encounter this myth in our attempts to organize. Faculty who believe it see no compelling reason to act collectively. On the other hand, when it is debunked, we see a surge of indignation that ignites our organizational efforts.

Q. What is an "entrepreneurial frame of mind," and how does it affect academic freedom?

A. Let's begin with the revealing vocabulary higher education officials employ. We are told that knowledge is a *commodity*, education an *industry*, learning an *asset*, research an *enterprise*, and always and everywhere, there buzzes loudly the buzz-word *competitiveness*. The entrepreneurial and corporate mentality has assumed near-total domination of university life, and corporate priorities respect few boundaries in our society. Academic traditions are not among the few.

Q. Would you turn to part-time faculty and their relationship to academic freedom issues?

A. Today, 40 percent of all faculty hold part-time positions. But part-timers themselves are not the problem. They're the victims of an urge to place economic expediency above educational excellence, that is, of an unprincipled search for cheap labor.

Unfortunately at many institutions part-timers have no due process rights, no protection should they wish to say or write something controversial. Reliance on part-time faculty also narrows the rights of probationary full-timers who know they can be replaced. Even tenured faculty are affected by the chilled academic atmosphere. I'm glad that the NEA's Higher Education Standing Committee has taken a strong stand on this issue.

Q. If those are the problems, what are the solutions? Specifically, what can the NEA do?

A. Nothing less than multi-faceted, union-based strategies will do. Take the part-timer issue. Their excessive use not only threatens academic freedom, it threatens unionization. Part-timers must be empowered, and collective bargaining best accomplishes this. Only when part-timers are compensated on the basis of a full-time ratio, and only when they receive full benefits and rights, including due process, will we conquer the penny-pinching mentality that prompts their hiring.

There's one thing NEA members can do for each other: achieve unity. As a K-12 teacher, I'm acutely aware that all educators face threats to their dignity, autonomy, and humanity. The crowded classroom faced by the kindergarten teacher is every educator's problem. So are the deplorable conditions of our inner-city schools faced daily by high school teachers. So is the unavailability of funding sought by academic researchers. Education advances only if all members of the education community advance together.

Internally unified, NEA has the resources, the experience, the clout, the apparatus, and the influence in Congress, state legislatures, and local government. We know how to negotiate and how to use the courts. We can and will marshal all these tools towards preserving academic freedom, strengthening faculty autonomy, and ensuring faculty dignity.

GOVERNMENT RELATIONS

Some education programs suffered reductions or funding freezes in the 100th Congress. But, for the most part, **education was treated as a priority**, notes a new NEA Government Relations report entitled *Federal Legislative Issues Status Report: 100th Congress, First Session*. Copies of the report are available from NEA Government Relations.

ADVOCACY

Last month, NEA president Mary Hatwood Futrell defended the University of the District of Columbia Faculty Association against an attack by N. Joyce Payne, chair of UDC's trustees, who blamed the UDCFA for the school's declining enrollment and for its failure to emphasize academic courses.

In a strong letter of protest, Futrell called attention to the **positive role** that faculty can and do play in public higher education institutions. Futrell blamed UDC's problems on the college's fiscal and personnel policies and on the board of trustees.

Samuel F. Carcione, president of UDCFA, is calling for Payne's removal from office.

SCHOOL—COLLEGE RELATIONS

College officials have announced the creation of a new nationwide program that aims to encourage college students to act as mentors for at-risk young people. Minnesota Governor Rudy Perpich introduced the program—*Campus Compact: The Project for Public and Community Service*—at the recent American Council on Education meetings. Perpich says the mentoring program is necessary because "the growing number of students failing to complete high school is alarming and poses a great danger to this country's economic, political, and social system."

Under the new program, mentoring efforts will be focused on children in the 4th through 9th grades. One college student will be teamed with an "at-risk" child for a minimum of one year. The goal will be to build children's self-confidence and increase their potential.

Campus Compact will also be mobilizing students to fight illiteracy in their communities, organizing regional workshops for students and administrators at Compact schools on how best to integrate community service into college life, providing an overseas internship program for undergraduates at Compact institutions, and recognizing students who have made outstanding contributions to their communities.

For information contact: Campus Compact, Brown University, Box 1975, Providence, RI 02912 (401 863-1119).

RESEARCH

A National Science Foundation report projects an increase of research and development expenditures this year of 3 percent after accounting for inflation. NSF expects spending on basic research to decline by 0.6 percent to about $15 billion, spending on applied research to increase by 0.4 percent to $27 billion, and spending on development to increase by 4 percent to 90 billion.

About half of research and development expenditures comes from the federal government, and half comes from industry.

THE ASSOCIATION

All NEA Higher Education members automatically receive the three NEA higher education publications: the *NEA Higher Education Advocate* newsletter, the *Thought & Action* journal, and the *NEA Almanac of Higher Education*. But NEA higher education members can also receive, upon request, *NEA Today*, the NEA publication received by all NEA members in elementary and secondary education. If interested in receiving *NEA Today*, send your name and address to Membership Records, NEA, 1201 16th St., N.W., Washington, D.C. 20036, and your subscription will be quickly processed.

Thought and Action is currently soliciting contributions for future issues.

Submissions should be type written and double-spaced. Notes should be placed at the end of the manuscript. Please keep the length within 4,000 words.

Send your submission to *Thought & Action*, NEA Communications, 1201 16th Street, N.W., Washington, D.C. 20036.

The NEA Professional Library is looking for **volunteer readers** to review manuscripts on a wide variety of subjects. The volunteers selected act as members of the Advisory Panel for in-service and pre-service books and monographs published by the NEA. If you are interested, write: Gordon Felton, NEA Professional Library, NEA, 1201 16th Street, N.W., Washington, D.C. 20036.

■ On April 8, Brown University will host the **tenth conference of the American Association of University Students.** Centered on the theme "A Decade of Excellence," the conference will hear presentations from Frank Newman, president of the Education Commission of the States, Martin Meyerson, president of the International Association of Universities, David Matthews, president of the Kettering Foundation, Senator Claiborne Pell, and Secretary of Education William Bennett. For information, contact: AAUS, 3831 Walnut Street, Philadelphia, PA 19104 (215 387-3100).

■ In February, over **600 student political activists** met for a weekend conference at Rutgers University, billed as the largest such meeting since the 1960s. "We can have students protesting on dozens of campuses," noted spokesman Joel Segal. "We're going to be a force to be reckoned with."

■ According a new report by Center for Education Statistics, the number of **first professional degrees dropped** for the first time in 15 years from about 75,100 in 1984-85 to 73,900 in 1985-86. Law, dentistry, and optometry degrees account for most of the decline. The number of bachelor's, master's, and doctor's degrees awarded remained about the same. For copies of "Bachelor's and Higher Degrees Conferred in 1985-86," contact: CES, U.S. Department of Education, Washington, D.C. 20001.

■ The current issue of ***Black Issues in Higher Education*** features a special section on Black faculty recruitment and retention. Subscriptions to the journal are $40.00 per year from: *Black Issues in Higher Education* 10520 Warwick Avenue, Suite B-8, Fairfax, VA 22030.

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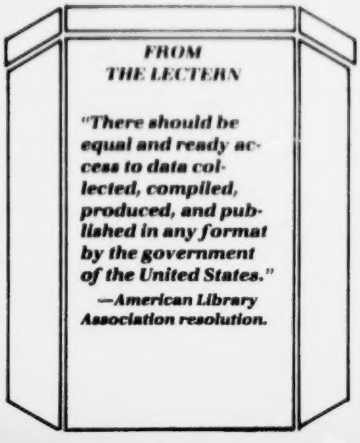
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"There should be equal and ready access to data collected, compiled, produced, and published in any format by the government of the United States."
—American Library Association resolution.

NEA Higher Education Advocate

For NEA Members in Higher Education

NEA Part-Time Faculty Report Issued at Higher Ed Meeting

The status of part-time faculty took center stage at this year's NEA Higher Education Conference, held in San Antonio earlier this month. The conference saw the release of a major NEA statement that details seven key recommendations designed to avoid the abuse of part-time hiring.

The new Association paper, entitled *Report and Recommendations on Part-time, Temporary and Nontenure Track Faculty Appointments*, may be "the most important statement on this problem in the past decade," noted NEA Standing Committee on Higher Education Chair James Davenport. He urged rapid implementation of the report's recommendations.

The report reaffirms NEA's 1976 call for pro rata compensation for part-time faculty. It also recommends that:

- regular part-time faculty should be afforded tenure or job security after an appropriate probation and evaluation period.
- regular part-time and temporary faculty should be eligible for faculty development programs, be included in faculty governance, and enjoy due process protections.
- where possible part-time positions should be consolidated into full-time positions and filled by tenure track appointments.
- institutions should publish handbooks for part-time faculty that include policies and practical advice on fulfilling their responsibilities (NEA is preparing a model handbook).
- part-time faculty should be included in full-time faculty bargaining units.
- institutions, especially university systems, should cease hiring full-time faculty on nontenure track appointments and afford those hired some appropriate form of job security.
- NEA state affiliates should work at the legislative level to find the funds to implement these recommendations.

In his conference keynote address, NEA Vice President Keith Geiger lauded the new part-time faculty report and noted that the excessive use of part-time faculty is undermining academic freedom, tenure, and educational quality.

Other conference sessions also addressed the part-time faculty issue. At one panel discussion, NEA Secretary-Treasurer Roxanne Bradshaw noted that the excessive use of part-timers adversely affects student-faculty relationships.

Panelist David W. Leslie, professor of higher education at Florida State University, noted that many states break up tenure track positions into part-time positions. He added that NEA was well-positioned to increase legislative appropriations for higher education and help implement policies conforming to the new report. T. Jean Peters, a member of the NEA Higher Education Standing Committee, applauded the report's stand on the inclusion of part-timers in bargaining units, and emphasized the importance of defusing economic defenses of questionable practices.

Single copies of the new NEA report are available without charge from: NEA Higher Education Office, 1201 16th St., N.W., Washington, DC 20036.

The '88 NEA Higher Education Conference, which attracted a record number of registrants, also heard San Antonio Mayor Henry Cisneros speak about the role of NEA in promoting economic growth through education. David Evans, staff director of the U.S. Senate Education, Arts and Humanities Subcommittee called on NEA members to hold presidential candidates' feet to the fire on education funding.

Wihelmina Delco, chair of the Higher Education subcommittee of the Texas State Legislature, called on college faculty to increase their participation in legislative lobbying. She noted that effective lobbying required specificity, enthusiasm, time, and money. "Make a difference in politics like you do in the classroom," Delco concluded.

Editor: Harold Wechsler

INSIDE NEA

Part-Time Faculty

The principles enunciated in the NEA's new Report and Recommendations on Part-time, Temporary and Nontenure Track Faculty Appointments *are aimed at eliminating the inappropriate and excessive use of part-time faculty. The* Report *asks NEA local and state affiliates to translate its general statements into policy and contract language.*

The current contract of the Minnesota Community College Faculty Association contains provisions that reflect many of the Report's *key principles.* Higher Education Advocate *editor Harold Wechsler recently interviewed Jennings Simpson, MCCFA president and chief negotiator of the contract, about the contract's evolution and provisions.*

Q. What is the history of MCCFA's interest in part-time faculty?

A. MCCFA began to consider the issue in the early '80s. Unlike other unions that see part-timers as a buffer between themselves and a possible layoff notice, we made part-time faculty full-time partners. We decided to aim for pro rata pay and benefits.

We then turned to the 1985-87 contract negotiations. That contract included "claiming rights" for part-time faculty. A part-timer who taught for nine quarters had first choice of courses left over after full-timers received their assignments.

Q. What happened during the 1987-89 contract negotiations?

A. This contract contained the real breakthrough. The MCC management negotiating team did not like the concept of claiming rights because it wanted the system to make assignments. We would yield on this, but only at a high price: pro rata on everything.

The administration agreed to look at the teaching history of each faculty member with claiming rights. Each would be entitled to pro rata compensation equivalent to his or her average teaching load, whether or not the member actually taught that load.

The compensation includes not only salary, but also sick leave, retirement, health insurance, early retirement, personal leave, legal leave, and sabbatical leave. In return for these benefits, the administration received the power to make assignments.

We also obtained the right to layoff notices. If, enrollments drop, the administration can lay off faculty or renegotiate a contract down to avoid a layoff. But such faculty must be given a one-year notice. They then receive claiming rights for two years. This gives our part-time members more security than before. I think we're the first in the country on this.

Q. What tactics did you use to get this contract?

A. The MCCFA is a "hard-core" association. During the last academic year, we set an automatic strike vote date, and kept it well-publicized. We struck successfully in 1979, and kept our resolve through litigation in 1983 and arbitration in 1985. This added credibility to our strike threat.

We also went to the legislature— against the advice of our chancellor—and testified on faculty salaries. During the debate on a $200 million appropriation to the community colleges, one legislator said, "Jennings told us that we're in a catch-up mode," and moved the appropriation of an additional $3.2 million for catch-up salaries.

This took a traditional argument away from the administration: that it was offering all that the legislature appropriated. At the bargaining table, we won $13.5 million for salary increases. This translated into a 17.5 percent straight salary increase over two years. Part-timers teaching more than four credits are on this schedule.

Q. What about new hires?

A. New hires go through a four-year qualifying period after which they automatically obtain the same benefits. During those four years, they must teach a minimum of 36 percent of a full-time load to meet the qualifications for pro rata compensation. New hires must also have 23 graduate credits in their field, including a master's degree. This guarantees quality and advances professionalism.

Q. What will you ask for next time?

A. Some legislators will introduce a bill to make the whole system pro rata. Failing that, we'll go for it in bargaining. This will take away all incentives for the hiring of part-time faculty, save for the legitimate reasons enumerated in the new NEA report. Our vice chancellor told me that the handwriting is on the wall. Ours is a landmark contract. It will keep hope alive for our part-timers. The problem is not too little money, but too little advocacy.

Q. What do you think of the NEA report on part-timers?

A. We use it as our lead. I think it's the best extant statement on the use and abuse of part-timers.

For further information, contact: Jennings Simpson, 41 Sherburne Avenue, St. Paul, Minnesota 55103 (612 227-9541).

ORGANIZING

At the NEA Higher Education Conference in San Antonio, Kenneth Margerison, president of the Texas Faculty Association, announced that the **TFA had voted to affiliate with the Texas State Teachers Association** and NEA. The agreement calls for complete affiliation by 1991.

Under the agreement, TFA becomes a state-wide local of the TSTA.

"We found in the last legislative session," noted Margerison, "that being connected even in a loose manner with TSTA was very useful in working the legislature."

Margerison added that the NEA connection is "absolutely critical" to success in Texas. "For years NEA has been a force in higher education," he said. "We need to draw on the experience and success of the NEA higher education affiliates and bring some of the dramatic gains achieved in other states to our own."

For further information, contact: TFA, 316 W. 12th Street, Austin, Texas 78701 (512 482-5452)

The Board of Directors of the Florida Teaching Profession-NEA has approved **affiliation of the United Faculty of Palm Beach Junior College** (UFPBJC) with the United Faculty of Florida/FTP-NEA/NEA. In January, the UFPBJC amended its constitution and bylaws to change its affiliation from the AFT to the NEA and UFF.

Jim Wilson, president of UFF, notes that this "is yet another step towards our goal of becoming the voice of higher education in Florida."

AIDS

Colleges should be **explicit and emphasize self-esteem** in their AIDS prevention programs, stated Richard Keeling, an authority on the disease, at a recent conference held in Washington D.C. "An AIDS education policy that is not controverisal doesn't work," he noted.

A good policy may offend people, but it won't confuse them. Saying AIDS is spread by exchanging bodily fluids has led some people to believe that the disease can be spread "by sweat."

Keeling insisted that only candor could counteract student feelings of invincibility and their proclivity toward experimentation. He called for institutional policies on AIDS victims. At the same forum, Sheldon Steinbach, general counsel of the American Council on Education, stated that colleges may not restrict admission of students with AIDS.

Keeling's article "Effective Responses to AIDS in Higher Education," will appear in the next issue of *Thought and Action*, the NEA's higher education journal.

NCHE

The National Council for Higher Education, which advocates higher education interests within NEA, has reelected Roger Knutsen (Washington State) as secretary/treasurer for a two-year term. T. Jean Peters (Oregon) and Frank Olbris (Massachusetts) were re-elected to the Executive Committee for two- and one-year terms. Deborah Nycz (Florida) was also elected to the NCHE Executive Committee for a two-year term.

Members adopted a resolution for consideration at the 1988 NEA Representative Assembly that calls on all colleges and universities to establish strong policies **defining and prohibiting sexual harassement** It also sent to the RA new business items calling for school-college collaborative programs to encourage minority students to attend college and for regional Association offices to organize aggressively in higher education.

The NCHE met in conjunction with the NEA Higher Education Conference. Contact: Roger Knutsen, 11502 S.E. 320th Pl. Auburn, Wash. 98002.

THE FEDERAL BUDGET

President Reagan's $1.09 trillion FY 1989 budget proposals include a $1.5 billion increase for education, bringing total spending to $21.2 billion. Some $9.5 billion is earmarked for higher education.

Student aid is in line for a 10 percent increase, including a $750 million increase for Pell grants. The budget provides for some small increases in some categorical programs, work-study, and SEOG's, but calls for the end of funding for Perkins loans and State Student Incentive Grants.

NEA President Mary Hatwood Futrell noted that the Reagan Administration has once again asked for an education budget increase in an election year. In all non-election years, the White House has sought deep cuts in education in all non-election years.

"The stark reality is this," Futell added, "The federal share of America's educational expenses has **shrunk by one-third** since President Reagan took office. We at the NEA will continue to work for adequate federal support for our nation's schools, colleges, and universities. The nation cannot afford any less."

■ An NEA-sponsored conference, ***The Educational Summit: A Conference on Lifespan Learning***, will be held at George Mason University on June 25-29. Focusing on learning through the life stages, the conference will address the foundations of intelligence and human development and learning through the early years, the school years, and the adult/senior years. For further information, contact: New Horizons for Learning, 4649 Sunnyside North, Seattle, WA 98103 (206 547-7936).

■ The **Professional and Organizational Development Network** is an association of faculty, administrators, and others that promotes personal and professional growth and academic innovation and experimentation. Its networking activities include an annual conference, an annual book of readings, a membership directory and newsletters. For further information, contact: Marilla D. Svinicki, POD Network, Center for Teaching Effectiveness, Main 2200, The University of Texas at Austin, Austin, TX 78712-1111 (512 471-1488).

■ February 27 was **National TRIO Day**. The event, sponsored by the National Council of Educational Opportunity Associations, recognizes the **educational opportunity** fostered through the federally-funded TRIO programs. These programs include Upward Bound, a college-based instructional program for high school students, and Talent Search, a counseling program for low-income students. The event is marked by student rallies and by official proclamations. On September 18-21, 1988, NCEOA will sponsor a conference on access and retention of low income students. For further information, contact: NCEOA, 1126 16th Street, N.W., Washington DC 20036 (202 775-0863).

■ The U.S. Department of Education has awarded a five-year extension to George Washington University for sponsorship of the Educational Resources Information Center (ERIC) **Clearinghouse on Higher Education.** The Clearinghouse collects documents and journal articles on higher education and makes them available to the public. It also produces and distributes the *ASHE-ERIC Higher Education Report* series. For further information, contact Jonathan Fife, Director, School of Education, George Washington University, Washington, DC 20052.

■ Next year's NEA Higher Education Conference will take place on February 24-26 at a site to be determined. NCHE next meets on June 30, prior to the Representative Assembly in New Orleans.

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FROM THE LECTERN

All presidential candidates call education their number one priority. That's a platitude. Ask them to put money behind federal programs.

—David Evans, U.S. Senate Labor and Human Resources Committee.

NEA Higher Education Advocate

For NEA Members in Higher Education

Congress Passes NEA-Supported Civil Rights Restoration Act

On March 22, both Houses of Congress overrode President Reagan's veto of the Civil Rights Restoration Act.

The NEA strongly supported the legislation, which became effective immediately. The Senate vote was 73-24, and the measure passed the House, 292-133.

NEA President Mary Hatwood Futrell hailed the override as a victory for the rights of all Americans.

"This crucial bipartisan legislation reaffirms the nation's commitment to social justice," she said.

The NEA has been a prime mover behind the Civil Rights Restoration Act since the Supreme Court weakened the anti-discrimination provisions of four civil rights statutes in the 1984 case, *Grove City v. Bell.*

President Reagan, in vetoing the Act, claimed the bill extended federal authority, especially over church-related institutions. Republican legislators had pleaded with the President to sign the bill, but the President vetoed the measure anyway on March 16, the day after the Illinois primary, won by Vice President Bush. Bush supported the President's decision to veto.

NEA played a big role in the veto override campaign. On the day of the congressional override balloting, over 125 members representing more than 40 states were on Capitol Hill lobbying for the bill.

The Civil Rights Restoration Act, the NEA grassroots lobbyists argued, simply requires institutions receiving federal tax dollars to comply with longstanding civil rights statutes—and does not infringe on religious freedom or private enterprise.

The Act's supporters denounced the alternative proposals that accompanied the veto. Senator Edward T. Kennedy (D-MA) commented, "The administration has had four years to send up bills. This is just a blatant attempt to buy votes." He added that Mr. Reagan was the first president in 121 years to veto a civil rights bill.

Before the override vote, the Moral Majority launched a telephone campaign against the legislation. The radical right-wing group claimed the bill "makes homosexuality a racial minority and a handicap," and might force churches to hire "a practicing active homosexual drug addict with AIDS to be a teacher or youth pastor."

Many Catholic, Jewish, and Protestant groups quickly reiterated their support for the bill and accused Jerry Falwell's group of "distortions" and "scare tactics." Kenneth Melley, NEA's director of government relations, noted that the Act maintains existing exemptions for religious schools.

The Civil Rights Restoration Act is designed to assure that federal funds are not used to subsidize discrimination based on race, sex, age, or physical disability.

The 1984 *Grove City* decision had stated that federal statutes prohibiting discrimination covered only a specific program or activity that received federal funds, and not the whole institution. Consequently, federal statutes that prohibit discrimination on the basis of sex, physical disability, age, and race were all greatly diminished.

As a result of the *Grove City* decision, over 800 complaints alleging discrimination, including several by NEA members, were "closed" by the Department of Education's Office of Civil Rights without remedial action.

In the wake of the override vote, the Department has now issued a statement promising to enforce the Civil Rights Restoration Act and its anti-discrimination provisions.

Editor: Harold Wechsler

INSIDE NEA

The Override Story

The NEA has been leading the battle for passage of the Civil Rights Restoration Act since the 1984 Supreme Court Grove City decision. The effort has included lobbying, testimony, news conferences, and a wide range of other public relations activities.

Higher Education Advocate *editor Harold Wechsler asked Joel Packer, an NEA lobbyist who worked closely on the override fight, to discuss the successful campaign to enact the Civil Rights Restoration Act.*

Q. When did NEA's involvement begin?

A. It actually began before the *Grove City* decision. NEA joined an amicus brief supporting the traditional interpretation of Title IX of the 1972 Higher Education Amendments, the statute under dispute. However, the Supreme Court interpreted the term "program or activity" in Title IX to mean that federal funds must be denied only to the program or activity actually shown guilty of discrimination, not to the entire institution.

We began working with several women's groups who were immediately affected by the decision. When the Reagan Administration said that three other civil rights laws were also limited by the *Grove City* decision, over 200 groups coalesced under the aegis of the Leadership Conference for Civil Rights.

We all concluded that legislation was needed to overturn the decision and that Congress would move quickly since it had originally intended that civil rights protections should apply to entire institutions, not just the parts of those institutions that received federal aid. In 1983, the House of Representatives had passed a resolution saying just that.

Q. What did the Coalition do first?

A. In 1984, a Coalition-supported bill moved through the House. In the Republican-controlled Senate, the bill faced the strong opposition of Orin Hatch of Utah, who chaired the Senate Labor and Human Resources Committee. When Hatch did not let the bill out of his committee, it went to the floor as an amendment to an appropriations bill late in the session. Hatch introduced 1,000 amendments, and Congress had to table the legislation under pressure to adjourn.

In 1985, NEA pushed for hearings on a redrafted bill. We wanted the victims of discrimination who had been hurt by *Grove City* to have a chance to tell their stories. They did, and NEA President Mary Hatwood Futrell also testified at that time.

Q. What delayed the bill's passage?

A. The abortion issue became the main stumbling block. The U.S. Catholic Conference claimed that the bill would expand abortion rights. While Title IX says nothing about abortion, the implementing regulations say that an institution covered by Title IX must treat pregnancy and pregnancy termination as any other disability, and cannot discriminate because of either condition.

The Conference claimed that the bill would force Catholic hospitals to pay for abortions. The NEA disagreed. This had never been an issue, and in any case the bill permitted religious institutions to claim an exemption.

Another problem emerged. Title IX exempted *religiously controlled* institutions Some wanted *religiously affiliated* institutions to be exempted. The NEA responded that this would permit many institutions to discriminate, solely because of a loose religious affiliation.

In the House, the Education and Labor Committee adopted amendments on these two issues. The Judiciary Committee, however, passed a clean bill. Senator Hatch said he would wait for a bill from the House. For the next year the votes weren't there for a clean bill.

Q. What changed the situation?

A. The NEA used several tactics to elicit support: lobbying by our NEA Congressional Contact Team network of grassroots members, staff, and NEA state affiliate presidents, press conferences, and testimony before congressional committees.

Victories in the 1986 elections allowed the the Democrats to organize the Senate, and Ted Kennedy, a chief sponsor of the bill, replaced Hatch as Labor Committee chair. The Committee, under Kennedy's leadership, passed the bill by a vote of 11-5. The Senate took up the legislation last January. It accepted only one amendment under which institutions are not required to provide abortion coverage, but cannot penalize those who have had abortions.

Q. What happened in the House?

A. The Coalition decided that the Senate bill was the best attainable. While the National Organization of Women could not support the amended bill, the Coalition gained the support of the Catholic Conference. The House leadership bypassed the committees and moved the bill to the floor. It passed by a large margin.

The Moral Majority got involved only after the President's

veto. Jerry Falwell saw supporting the President's veto as a way of scoring a political victory after a series of defeats.

Q. Are there lessons to be learned?

A. The American public and a bipartisan congressional majority support strong civil rights protection for minorities, women, the disabled, and the aged. Americans do not want to turn back the clock. There is still a need for these statutes.

We can also expect the right-wing to promulgate more exaggerations and distortions. Until next January 20, we need to stay vigilant to assure enforcement of the laws the Reagan Administration opposes.

GALLAUDET COLLEGE

In a confrontation that drew international attention, students and faculty at Gallaudet College, the nation's only liberal arts college for the deaf, forced the resignation of newly elected President Elisabeth Ann Zinser. Gallaudet's trustees had chosen Zinser, who is not deaf and who does not know sign language, over two deaf finalists. The resignation came shortly after Congressman David Bonior (MI) suggested that federal funding, which accounts for 75 percent of the institution's budget, might be terminated unless the trustees reversed their decision and appointed a **deaf president**. The trustees then chose I. King Jordan, another finalist and dean of Gallaudet's arts and science college, as Zinser's replacement.

BARGAINING

"Over 55 percent (171) of the 307 two-year institutions that engage in collective bargaining have elected the NEA and their affiliates as their bargaining agent," reports a new study. **"The NEA has more certified bargaining agents** in two-year institutions than the AFT, AAUP, and independent unions combined."

The National Center for the Study of Collective Bargaining in Higher Education and the Professions conducted the study, entitled, *Faculty Collective Bargaining in Community Colleges.*

The report found that 58 percent of unionized campuses are two-year institutions. Forty-five percent of the nation's two-year colleges and 61 percent of all two-year public institutions are unionized.

Copies of the study are available for $4.00 prepaid from: NCSCBHEP, 17 Lexington Avenue, Box 322, New York, N.Y. 10010.

THE ASSOCIATION

A new report shows that between 1982 and 1987, the number of faculty payroll positions in the California State University system grew by 4 percent while the number of administrative positions grew by 19 percent.

Edward Purcell of the NEA-affiliated California Faculty Association says the study confirms CFA contentions about **excessive growth in administration.** In 1987 CFA secured legislative enactment of a $140 million spending cap on 1987-88 administrative personnel costs.

At the same time, a California Postsecondary Education Commission report on faculty development called for expanded opportunities, including leaves, research and instructional grants, and travel funding. Such activities, called for in the current contract, have gone unfunded.

The Alabama Education Association's Postsecondary Division is opposing Governor Guy Hunt's proposal to transfer the state's junior and technical colleges from the jurisdiction of the State Board of Education to a new panel appointed by the governor.

Mary Jane Akel, AEA director of field services, told the delegates to the Postsecondary Representative Assembly, which met last month, that the State Board best serves their interests.

"There are about 20 [junior and technical college] college presidents about to retire," she said. "Nothing would help Governor Hunt get re-elected better than a network of 20 college presidents."

At the same meeting, AEA Postsecondary Division President Gerald Walthrop announced plans to study the feasibility of college ESP members joining the division as full voting members. AEA postsecondary membership numbers more than 3,700.

FOIA DAY

At Freedom of Information Day ceremonies on Capitol Hill March 16, Senator Patrick Leahy (D-VT) said that assaults on the public's right to know often originated from those in government who do not want to admit mistakes, cost overruns, or intentional wrongdoing. The best congressional oversight, Leahy noted, results when the Freedom of Information Act is used to bring out information that otherwise would not be disclosed.

■ "Collective Bargaining and the Economic Condition of Higher Education" is the theme of this year's conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions, to be held in New York City on April 29-May 1. NEA participants include Jennings Simpson, Minnesota Community College Faculty Association, and Christine Maitland, NEA Higher Education Specialist. The NEA is a sponsor of the Center. For a program, contact: NCSCBHEP, 17 Lexington Avenue, Box 322, New York, NY 10010.

■ The IRS has stopped audits of several thousand graduate student stipends awarded in 1984 and 1985, according to testimony by an IRS official last month. The IRS had claimed that court rulings allowed it to consider graduate student stipends taxable income. But protests from the Council of Graduate Schools and from Florida Senator Lawton Chiles led to the IRS moratorium. The 1986 Tax Reform Act states that stipends used for purposes other than tuition, books, and fees are taxable.

■ A new guide provides nearly six dozen questions that can help search committees learn whether prospective faculty and administrators support issues that affect women. Single copies of *It's All in What You Ask: Questions for Search Committees to Use* are $2.00 prepaid from: Project on the Status and Education of Women, Association of American Colleges, 1818 R Street, Washington, D.C. 20009. PSEW and ACC will send their publications catalogs upon request.

■ The 250-year-old quest for a solution to Fermat's Last Theorem may have ended. In a lecture last month Yoischi Miyaoka, a Japanese mathematician at the Max Planck Institute in Bonn offered his proof and announced he was preparing a manuscript for publication. The theorem states that for any $n > 2$ there exists no positive integer such that $a^n + b^n = c^n$.

■ The American Mathematical Association of Two-Year Colleges works for the improvement of mathematics education in two-year colleges and fosters the professional development of its members. Benefits include a journal and a newsletter. AMATYC's next conference is scheduled for Calgary, on October 27-30, 1988. Contact: Karen Sharp, Mott Community College, Flint, Michigan 48502.

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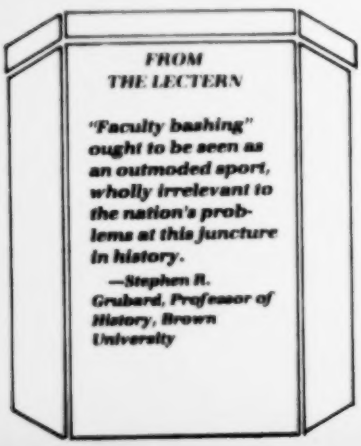
FROM
THE LECTERN
"Faculty bashing" ought to be seen as an outmoded sport, wholly irrelevant to the nation's problems at this juncture in history.
—Stephen R. Graubard, Professor of History, Brown University

NEA Higher Education Advocate

For NEA Members in Higher Education

NEA Higher Ed Panel Speaks Out on Sexual Harassment

Terming sexual harassment "reprehensible" and a threat to intellectual trust, the NEA Higher Education Standing Committee has called on colleges to free America's campuses from sexual pressure.

The four-point *Resolution on Sexual Harassment in Higher Education*, passed at the committee's April meeting, encourages colleges and universities to:

- define and prohibit sexual harassment.
- declare faculty-student sexual relationships as unprofessional.
- develop educational programs.
- develop grievance procedures.

"This policy is a progressive one," says James Davenport, Standing Committee chair. "It sends a strong message to the academic community: it is time for policies that protect faculty, staff, and students from sexual harassment."

The National Council for Higher Education, the body that advocates for higher education concerns within NEA, has endorsed the Committee's statement.

Sexual harassment can be verbal, visual, or physical. It ranges from inappropriate sexual comments to serious physical abuse, including rape. It is illegal.

The 1964 Civil Rights Act, Title VII, Section 703, categorizes unwelcome sexual advances, requests for favors, and other verbal and physical conduct as illegal sexual harassment when:

- submission to such conduct is explicitly or implicitly made a term or condition of employment.
- submission to or rejection of such conduct is used as the basis of employment decisions.
- such conduct interferes unreasonably with work performance or creates an intimidating, hostile, or offensive working environment. The Supreme Court determined the Title VII provisions constitutional in 1986, in *Meritor Savings Bank, FSB v. Vinson*. After the decision, many employers established or strengthened their policies, procedures, and programs on sexual harassment.

The regulations for Title IX of the 1972 Education Amendments make sexual advances and verbal and physical conduct unlawful when:

- submission is made a term of employment, admission to a program, activity, or course.
- submission or rejection is used as a basis for decisions affecting employment or academic status.
- the harassment interferes with work or school performance or creates an intimidating, hostile, or offensive working or learning environment.

At the 1988 NEA Higher Education Conference in March, Anne Truax, the director of the Women's Center at the University of Minnesota, noted that harassment affects about 35 to 40 percent of the women on a typical college campus.

"Of those who are harassed, not more than one in 10 report it," said Truax, who added that most harassers are repeaters, and that few women make up stories of harassement. "We know this is true because the harasser so often corroborates exactly what has happened."

Truax noted that remedies must be applied rapidly and should be guided by the victim's wishes.

"If you ever have a case that goes to court, timeliness is one factor that the courts will look at," said Truax. "Minimally, the harassment must stop, but the sanctions may extend upwards, through firing a tenured faculty member."

The new NEA Higher Education Standing Committee Resolution on Sexual Harassment appears inside on page 2.

Editor: Harold Wechsler

INSIDE NEA

Sexual Harassment

At San Antonio, NEA Higher Education members learned that sexual harassment is widespread and usually unreported. Higher Education Advocate *editor Harold Wechsler asked Christine Maitland of NEA Affiliate Services to discuss the problem and responses to it.*

Q. Does the research agree that harassment occurs on most campuses?

A. Let me cite three studies. In 1983 at Harvard, 34 percent of female undergraduates, 41 percent of female graduate students, and 49 percent of nontenured women faculty experienced some form of sexual harassment.

Also in 1983, at Penn State, one of three clerical employees, one of five undergraduate women, and one of three graduate women was harassed by a person in a "power position."

In a 1978 survey of graduate students at a public east coast university, 60 percent of the women respondents reported "everyday harassment"—both verbal and physical—while 10 percent reported coercion to date or have sex.

The problem's pervasiveness led the NEA Higher Education Standing Committee to take action.

Q. How will the Committee statement help harassment victims?

A. Most harassment is unreported. The existence of campus policies encourages victims to report incidents. The statement will help encourage the establishment of those policies.

Reporting a sexual harassment problem allows referrals to those who can offer counsel and support. It also forces those in authority to take action against perpetrators. Most harassers are repeaters.

By the way, under EEOC regulations, anyone who sees harassment must report it.

Q. The issue of consent stimulates much discussion. What if both parties agree to a relationship?

A. Faculty members are in a power relationship, even with their adult students. A student may later assert the relationship was not one of mutual consent. For a faculty member, having sexual relations means putting your career in jeopardy. Some institutions prohibit sexual relations between faculty and students, even when both parties consent.

Q. Any other advantages to having a campus policy on sexual harassment?

A. EEOC's Title VII guidelines on sexual harassment say that prevention is the "best tool for the elimination of sexual harassment."

The EEOC tells us that there are many steps an employer should take to prevent sexual harassment from occurring: affirmatively raise the subject, express strong disapproval, develop appropriate sanctions, inform employees of their right to raise sexual harassment issues.

The presence of harassment in a university community is damaging to the "academic integrity of the educational enterprise." And the consequences of harassment also affect a college's legal liability and ability to retain women students. The new NEA resolution on harassment recognizes that preventive medicine is the best cure for this widespread disease.

RESOLUTION ON SEXUAL HARASSMENT IN HIGHER EDUCATION

Sexual harassment in any context is reprehensible and is a matter of particular concern to an academic community in which students, faculty, and staff must rely on strong bonds of intellectual trust and dependence. It threatens careers, educational experiences, and the well-being of students, faculty, and staff.

NEA believes that faculty, staff, and students should be protected from sexual harassment and encourages its affiliates and institutions of higher education to:

- establish strong policies defining and prohibiting sexual harassment;
- include in the policy a statement that sexual relationships between a faculty member and a student currently enrolled in the faculty member's course, or under the supervision or direction of the faculty member are unprofessional;
- develop a campuswide educational program designed to help people understand, prevent, and combat sexual harassment;
- develop and publicize a grievance procedure that encourages the reporting of incidents of sexual harassment, allows first for informal resolution, resolves complaints promptly, and protects the rights of all parties.

Furthermore, NEA supports the EEOC guidelines which state that sexual harassment is a form of sex discrimination.

RETIREMENT

The NEA has been granted participant status in forthcoming SEC hearings on TIAA-CREF and has retained attorney Ian Lanoff as its representative.

The TIAA-CREF companies have petitioned for permanent exemption from provisions of a 1940 act that regulates investment companies. A successful petition, TIAA-CREF claims, is necessary for CREF to offer a new money-market instrument. The hearings will focus on two issues:

- Redeemability. TIAA-CREF seeks to maintain the status quo: no transferability of amounts once placed in CREF to any entity outside the TIAA-CREF system, no cashing out prior to retirement, and a minimal amount available in a lump-sum payment at retirement.
- Election of Trustees. TIAA-CREF wishes to retain the current system, which allows retirement plan participants to vote for some but not all members of the board of trustees.

The SEC may grant relief from the 1940 Act only if it is necessary or appropriate in the public interest and consistent with the protection of investors. NEA Higher Education Coordinator Gerie Bledsoe noted that the NEA's role in defending employee representational rights and protecting employee retirement income security allows it to work with the SEC in determining what constitutes the "public interest."

THE FEDERAL BUDGET

Both the House and Senate FY 89 budget resolutions call for additional education spending, targeted at programs for disadvantaged students. The House version gives education a $1.6 billion increase over the FY 88 $20.3 billion appropriation. Pell grants (currently $4.26 billion) receive an additional $345 million. The Senate version includes an additional $1.2 billion for education. Pell grants would receive a $400 million increase.

"Education Budget Impact Alert," an assessment of the FY 89 education budget, is available for $14.40 from: Committee on Education Funding, 505 Capitol Court, N.E., Suite 200, Washington, D.C. 20002.

FINANCE

Higher education is a $100 billion enterprise, according to a new U.S. Department of Education report. Revenues reached 103 billion in 1986, expenditures $100 billion. Revenue sources for four-year public colleges: tuition at 14 percent and state and local government funding at 43 percent. For privates: 37 percent tuition and 3 percent government funding. For public two-year colleges: tuition at 16 percent, state and local government at 74 percent.

Instruction is the largest budget item. For public colleges, instruction makes up 31 percent of expenditures. For privates, 26 percent.

For a copy of *Financial Statistics of Institutions of Higher Education*, contact: OERI, Department of Education, 555 New Jersey Avenue, N.W., Washington, D.C. 20208-1404.

LORETTO HEIGHTS COLLEGE

In an attempt to halt the closing of Loretto Heights College, the Loretto Heights Faculty Association, an NEA affiliate, has filed a law suit against the college's trustees. The suit alleged that the college denied the union its right to bargain collectively when administrators failed to consult with the union on proposals to close or merge.

In March, Regis College, a Jesuit university in Denver, announced that it will absorb the women's college, which has experienced declining enrollments.

THE ASSOCIATION

The Spring, 1988 ***Thought & Action:*** *The NEA Higher Education Journal* features debates on PACs and higher education, and post-tenure faculty evaluation. Also in the new issue: articles on AIDS, freedom of information, faculty liability in academic laboratories, retention strategies for Mexican-American students, and sexual discrimination.

Thought & Action is soliciting articles for possible publication in future issues. Contact: *Thought & Action*, NEA, 1201 16th Street, N.W., Washington, DC 20036 (202-822-7214).

Alicia C. Sandoval, a former California college teacher, television broadcaster, and labor executive, is the NEA's new communications director.

"Sandoval's expertise in education, the media, and labor will help our Association meet its chief objective: ensuring quality education for all America's students," notes NEA Executive Director Don Cameron.

Sandoval was previously director of communications for the Los Angeles County Federation of Labor. She has taught journalism and communications at Los Angeles-area colleges and is a co-founder of the United Hispanic College Fund.

■ The American Association of University Women Educational Foundation's June 24-25 symposium "Preparing for the 21st Century: Who Will Shape Society's Agenda?" will address educational and women's issues. Speakers at the Washington, D.C. conference: Dorothy Height, president, National Council of Negro Women, Nannerl Keohane, president, Wellesley College, and Anne Frior Scott, professor of history, Duke University. The AAUWEF awards ***fellowships and grants*** for training, national conferences, and research. Contact: AAUW, 2401 Virginia Avenue, N.W., Washington, DC 20027 (202-785-7730)

■ The 1988 *Consumer's Resource Handbook* contains directories of ***federal and state regulatory agencies*** and protection offices, corporate consumer contacts, better business bureaus, trade associations, and third-party dispute resolution programs. For a free copy contact: Consumer Information Center, Pueblo, CO 81009.

■ Applications are now available for 300 1989-90 ***Fulbright grants*** in research and university lecturing abroad. Fulbrights are granted in virtually all disciplines. All ranks are invited to apply. So may retired faculty and independent scholars. Contact: Council for International Exchange of Scholars, 11 Dupont Circle, N.W., Washington, D.C. 20036 (202-939-5403)

■ Last month, the Senate Finance Committee held hearings on S. 1817, proposed by Senators Edward Kennedy (D-MA) and Claiborne Pell (D-RI), which makes interest on U.S. Savings Bonds ***tax exempt*** if the proceeds go for postsecondary education tuition and fees. Kennedy argued that use of the bonds was cost-efficient and would help low income families. A vote on the bill comes this spring.

■ Women head 296 higher education institutions, 10 percent of the 2,880 regionally accredited American colleges and universities, reports the Office of Women in Higher Education of the American Council on Education. Since OWHE began collecting statistics in 1975, the number of women presidents has doubled, with the most rapid growth at public institutions. The pace of growth has slowed since 1984. There are 40 minority women presidents, including 22 Blacks, 13 Hispanics, one Asian-American, and four American Indians.

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FROM THE LECTERN

"If we saw ourselves as all one profession, first grade teachers and MIT scientists, working together, we might view our students with a new vision of what our teaching and their learning aims to achieve."

—Russell Edgerton
President, American Association for Higher Education

NEA Higher Education Advocate

For NEA Members in Higher Education

NEA-Backed Coalition Gains TIAA-CREF Transfer Rights

NEA pressure has helped force TIAA-CREF, higher education's largest retirement system, to permit transfers into and out of its retirement funds. This long sought after change affects the portfolios of one million participants at over 4,000 institutions.

TIAA invests largely in long-term notes and mortgages, while CREF contains two funds. One fund invests mainly in common stocks. The other, which began operations last month, is a money-market fund. Currently, those covered under TIAA-CREF may change their premium *allocations*—new money contributed into the pension funds—among the two CREF funds and TIAA at any time. But transfers of *accumulations* are permitted only between the two CREF funds and from CREF to TIAA. Funds transferred into TIAA were then permanently locked in.

The new policy, approved by the TIAA and CREF boards in late April, permits fund participants to transfer accumulations between the CREF accounts, to TIAA, or to alternative funds approved by the employer.

Under the new policy, transfers from TIAA would take place over 10 years. Participants would designate an amount for transfer, be permitted to transfer 10 percent immediately, and then have the remainder paid into the alternative fund in equal installments over the 10 years.

Last fall, NEA criticized TIAA-CREF for failing to offer policyholders the option of transferrng into and out of the six new investment vehicles TIAA-CREF wanted to establish. In the wake of that criticism, TIAA-CREF trustees recommended that management undertake a "vigorous and creative" study of transfer possibilities for existing TIAA and CREF accumulations.

This spring, the Securities and Exchange Commission granted NEA and several other interested parties participant status at hearings to determine whether TIAA-CREF should receive exemption from the Investment Company Act of 1940 in order to offer its new money market fund.

With exemption, TIAA-CREF would be free to continue its long-standing policies that limit policyholder rights to cash out before retirement or receive a lump sum at retirement. Exemption would also permit TIAA-CREF to continue to allow fund participants to vote for only some of the funds' trustees.

At the hearings, NEA opposed granting TIAA-CREF any exemption from the Investment Company Act. TIAA-CREF management, despite its about-face on fund transfers, apparently isn't willing to consider making the other policy changes sought by NEA. TIAA-CREF is still seeking the exemptions necessary to continuing its current policies on redeemability and trustee election.

TIAA-CREF critics do consider the funds' reversal on transfer policy a major change. TIAA-CREF Chair Clifton R. Wharton, Jr. says that steps to gain regulatory approval for the transfer would begin immediately.

Last month, TIAA-CREF also switched from monthly to daily participation for funds accumulating in TIAA contracts and in the CREF Stock Account, to coincide with daily participation in the new CREF Money Market Account.

NEA Higher Education Specialist Christine Maitland applauds the TIAA-CREF decision. "Ending the lock-in is long overdue," Maitland says. "NEA can take pride in its role as the only employee organization that consistently urged these changes. Now it's time to democratize the election of TIAA-CREF trustees."

NEA's coalition partners included Stanford University, ACE/AAUP, and the Investment Company Institute.

The *NEA Higher Education Advocate* is published 16 times a year by the National Education Association.

Editor: Harold Wechsler

INSIDE NEA

Vermont: Going Public

Vermont-NEA has been organizing faculty and support personnel at the University of Vermont for three years. Last month, the Association scored a major victory when the Vermont legislature amended the state labor statute to include state employees at the university. The governor has promised to sign the bill. Higher Education Advocate *editor Harold Wechsler interviewed Ellen David Friedman, a Vermont-NEA organizer about the legislation.*

Q. What are the key provisions?

A. The law extends collective bargaining rights under the Vermont State Labor Relations Board to faculty and staff at UVM. Previously the National Labor Relations Board had jurisdiction. Now the university will be considered public for labor relations purposes.

Q. Why did Vermont-NEA back the bill?

A. We were about to petition for an election last fall for UVM's 600 faculty when the NLRB ruled that faculty at Boston University were managers, and not entitled to collective bargaining under the Supreme Court's Yeshiva decision. Going to the NLRB seemed hopeless. So we changed our strategy.

We convinced the Vermont legislature that UVM is public *enough* to merit state labor board coverage. This removes jurisdiction from NRLB and avoids a Yeshiva fight.

Our talking points: The UVM governing board has both public and private members, but has a public majority. UVM has been determined public for other purposes. It has accepted state funds for years.

Q. Won't Yeshiva be a problem before your state board?

A. State labor boards have not generally upheld Yeshiva challenges. The Vermont labor board supported the new law. We'll get a fair hearing.

Q. How sympathetic was the legislature?

A. Our votes were 81-57 in the House and 19-9 in the Senate. But those margins required a long, difficult struggle. The UVM administration lobbied aggressively against us. It's a big employer with power in the legislature. But its arrogance may have been costly. Despite last year's $30 million state subsidy, the university argued it should be treated as a private institution. We also had some superb allies.

Q. Where did you get support?

A. Faculty testified before six legislative committees over two years. Some made dozens of lobbying calls, as did state and local Association leaders. The UVM Faculty Association was great. Maida Townsend, Vermont-NEA president, never once contemplated defeat. She supported us to the hilt.

Q. Is the path to a representational election now clear?

A. The UVM administration has vowed a court fight. It claims the legislature overstepped its authority and impinged on prior federal jurisdiction. The courts will decide whether UVM is a public or a private institution.

Lengthy litigation would have a chilling effect on our organizing campaign. But we're planning to convince UVM that a legal challenge would not be worthwhile.

Q. What is the victory's effect on your organizing efforts?

A. Yeshiva clouded them. We'd ask someone to sign a card and then say we didn't know when an election might be held. Now we'll proceed with confidence. The victory showed a skeptical faculty that UVMFA and NEA are tenacious and capable.

For information contact: Ellen David Friedman, Vermont-NEA, P.O. Box 567, Montpelier, VT 05602. (802-223-6375)

THE ASSOCIATION

Under the slogan *1983: A Nation at Risk. 1988: An Administration Asleep*, NEA challenged the Reagan Administration's record in education at a late April Lafayette Park rally, right across the street from the White House in Washington, D.C.

The rally came on the fifth anniversary of *A Nation At Risk*, the landmark federal report that inspired the education reform movement of the '80s. NEA President Mary Hatwood Futrell pointed out at the rally that the Reagan Administration has continually attempted to cut back federal aid to education, directly ignoring the *Nation At Risk* admonition that "Excellence costs."

"Bennett hasn't been a secretary of education, but a secretary of ignorance," added Sen. Lowell Weicker (R-CT), another key rally speaker.

Connecticut's Weicker has been a Capitol Hill leader in the fight to stop education aid cutbacks proposed by the Reagan Administration.

The NEA-sponsored rally stood as a stark counterpoint to the official White House ceremony to mark the *Nation At Risk* anniversary. At the White House event, Secretary Bennett totally ignored any mention of the federal role to help improve education and instead attacked NEA

and his other critics.

Two weeks afterwards, Bennett resigned, effective September. An NEA statement expressed hope that the next education secretary "will use the power of the office to be a positive force in support of public education."

COMMUNITY COLLEGES

A new report from the American Association of Community and Junior Colleges envisions a larger role for community colleges in **local development and revitalization.** *Building Communities: A Vision for a New Century*, issued by a task force chaired by Ernest Boyer, recommends:

- reduction in the number of part-time faculty.
- a greater emphasis on quality teaching and the early identification and recruitment of potential community college instructors.
- more emphasis on scholarship.
- promotion of college-employer partnerships.
- easier procedures for transfer.
- more tech/prep associate degree programs in response to their growing economic and social importance.

NEA Secretary/Treasurer Roxanne Bradshaw applauded the report's reaffirmation of the community colleges' dual vocational and academic mission.

"There is a tendency to forget the importance of vocational education at the post-secondary level," Bradshaw noted.

Copies of *Building Communities* are $15.00 prepaid from: AACJC, 80 S. Early St., Alexandria, VA 22304.

PAY EQUITY

Maine Governor John McKernan has signed a bill that authorizes **$2.7 million** to implement the results of a pay equity study. The study, conducted by NEA and the 1,000-member NEA and Maine Teachers Association—affiliated Associated Clerical, Office, Laboratory, and Technical Staff of the University of Maine, (ACSUM). It showed widespread bias in the wage-setting process.

In the early '80s, ACSUM obtained the right to study possible bias in the job classification system. When the study confirmed bias, ACSUM and the UM administration devised a new, bias-free system. ACSUM has already begun to bargain for the money's distribution. The new funding means estimated $1,000-$3,000 equity raises for each member.

"Educational support workers are so crucial to a college's success yet are often undervalued and underpaid," notes NEA President Mary Hatwood Futrell. "The trail blazers at the University of Maine have succeeded in bargaining and lobbying for salaries that reflect their true worth to the educational process, and that's a victory for all education support employees."

Contact for more information: Linda James, ACSUM (207-942-0052).

ORGANIZING

The Southern Illinois University-Carbondale Faculty Organizing Committee has approved a constitution and elected 1988-1990 officers. Elected were: President Gary Kolb (Cinema & Photography), Vice President David Stevens (Theater), Secretary-Treasurer Bary Malik (Physics).

"I am excited to be the president of an organization that in a few short years has compiled an impressive track record in holding the administration accountable and protecting faculty rights," says Kolb. "What we have accomplished so far is just the beginning."

Fall elections will determine the SIU bargaining agent.

The Nevada State Education Association higher education chapters at Clark County and Truckee Meadows Community Colleges are going to court to force the University of Nevada System Board of Regents to authorize a collective bargaining election. In April, faculty on both campuses signed cards calling for an election. But UNS officials refused to accept the results, stating they would only recognize a system-wide bargaining election. A June hearing is scheduled.

ADMINISTRATION

Pressured by the **United Faculty of Florida,** the Florida Board of Regents has restricted the award of academic "golden parachutes" to administrators who return to the classroom. NEA members at Florida International University discovered that such administrators often retained their higher salaries, received a year off with full pay before resuming their teaching, and obtained reduced teaching loads. A newspaper investigation revealed systemwide abuses.

The Regents' rule limits salaries to the top faculty salary in the rank entered and limits paid sabbaticals to six months.

Contact: Tom Auxter, UFF, 213 S. Adams Street, Tallahassee, FL 32301.

■ Some 213,673 college faculty are represented by certified bargaining agents in 1987, a 2.7 percent increase from 1987, reports the National Center for the Study of Collective Bargaining in Higher Education and the Professions. Last year showed modest increases in all categories: bargaining agents from 458 to 466 (+1.8 percent); negotiated agreements from 427 to 434 (+1.6 percent), and unionized campuses at 1,028 (31 percent of the 3,331 total). In 1987, NEA won two elections: full-timers and adjuncts at Dutchess Community College, New York. NEA now represents faculty at 223 colleges. Copies of *Unionization Among College Faculty-1988* are $5.00 prepaid from: NCSCBHEP, Baruch College, 17 Lexington Avenue, Box 322, New York, NY 10010.

■ "Good teaching occurs not automatically, but as a result of conscious, concerted efforts aimed at making it so," says Maryellen Weimer, editor of *The Teaching Professor*. She calls her newsletter "a practical, informative, educational, and inspirational monthly reminder of the lofty aims of higher education." For free sample copies and subscriptions ($29 for 12 issues), contact: *The Teaching Professor* 2718 Dryden Drive, Madison, WI 53791-9618 (800-433-0499)

■ "Leadership and Power: Women's Alliances for Social Change," is the theme of the 1988 National Women's Studies Conference to be held at the University of Minnesota, June 22-26. The conference features 250 workshops, a pre K-12 Emphasis Day, entertainment, and cultural events. Contact: NWSA, 237 Nolte Center, 315 Pillsbury Drive S.E., Minneapolis, MN 55455-0139 (612-625-8803).

■ *Minorities in Public Higher Education: At a Turning Point* includes articles on declines in minority participation in higher education and the status of the traditionally Black colleges. The American Association of State Colleges and Universities, the publisher, has also issued a revision of *Early Planning for College Costs*. The new edition covers the 1986 Tax Reform Act. *Minorities* is $6.50 paper, $14.50 cloth. *Planning* is $3.00 prepaid from: AACSU, Suite 700, One Dupont Circle, N.W., Washington, D.C. 20036.

■ In May, at a unique conference co-sponsored by NEA and the U.S. Center for Disease Control in Atlanta, over 100 educators met with the nation's top medical authorities on the AIDS virus. Meanwhile, the U.S. Department of Health and Human Services has released *Understanding AIDS*, an eight-page brochure that presents the essential facts about AIDS in direct language. HHS will send a copy to every U.S. household. Spanish language copies are free from: 1-800-344-SIDA. The national AIDS hotline is 1-800-342-AIDS.

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14

FROM THE LECTERN

"We have to educate everyone to a very high standard if we are to have the number of capable people we will need in an increasingly complex, highly competitive world setting."

—T. Michael Timpane, President Teachers College Columbia University

NEA Higher Education Advocate

For NEA Members in Higher Education

Learning Labs Plan Highlights 1988 NEA RA

The 1988 NEA Representative Assembly—the Association's highest decision-making body—has approved a sweeping plan for restructuring America's schools. That action came in New Orleans July 4-7, as more than 8,400 delegates converged for NEA's annual convention.

As part of the plan, NEA members in each state would work with public officials to designate at least one school district as a "learning laboratory" for education reform.

These learning laboratories, NEA President Mary Hatwood Futrell noted in her RA keynote address, would "develop innovative and creative programs to systemically and fundamentally restructure the ways our schools function."

Added Futrell: "I want you to use these learning labs to help redefine not only what we teach, but how we teach America's students."

The learning lab projects will involve both K-12 and postsecondary faculty in the search for new approaches to structuring learning. Each learning laboratory would draw upon both the expertise of practicing teachers and the research findings of higher education faculty.

Schools in the learning laboratory districts would be free to explore any number of innovations. Some schools might work to develop curricula managed by classroom teachers or new instructional methodologies. Others might experiment with scheduling or horizontal management. Still others may pursue special partnerships with colleges.

NEA will be providing staff, financial, and consultative support to each of the learning laboratory school districts — and then help disseminate findings from the various learning lab projects.

President Futrell noted in New Orleans that colleges will play an integral role in the learning lab initiative. College students will intern in the labs. Faculty will be conducting research and sharing results. Colleges will help build community support for the learning lab experiments.

The learning laboratory initiative will begin on September 1. The project, Futrell noted, will take three to five years of hard work by NEA affiliates at every level.

Among the featured guests at this year's Representative Assembly was the 1988 winner of NEA's annual "Friend of Education Award," Rep. Augustus Hawkins (D-CA). Hawkins chairs the House Education and Labor Committee, and, in the award presentation, NEA President Futrell called him "our drum major for education legislation at the national level."

Hawkins recently guided HR 5, the Elementary and Secondary School Improvement Act, through Congress. The Act reauthorizes Chapter 1 compensatory education, bilingual education, and impact aid. He also helped pass the Minority Institutional Aid Act that gives financial aid to traditional minority colleges.

In other actions, the 1988 NEA RA:

- adopted a plan for sex equity that calls for strong enforcement of Title IX of the 1972 Education Amendments and the 1988 Civil Rights Restoration Act.
- voted to replace the words "child" and "children" with "student" and "students" in NEA governance and training documents when appropriate.
- supported collaborative projects between K-12 and college teachers that encourage minority students to attend college.
- voted support to the struggle of St. Thomas University (FL) faculty to gain bargaining rights.

Editor: Harold Wechsler

INSIDE NEA

RA Elects At-Large Director

Under the NEA Constitution, higher education members are represented on the NEA Board of Directors in direct proportion to their total membership in the Association.

Recent increases in higher education membership entitled NEA higher education members to an at-large seat, and, at the recently completed NEA Representative Assembly in New Orleans, delegates representing all NEA members elected Roy Weatherford, professor of philosophy at the University of South Florida, to a three-year NEA Board term.

Higher Education Advocate *Editor Harold Wechsler interviewed Weatherford shortly after his election.*

Q. What factors brought about your election?

A. I've been active in NEA's Florida higher ed affiliate, the United Faculty of Florida, for 16 years. I was a released-time lobbyist for six years and UFF president for four years. I've been active in my state association — the Florida Teaching Profession/NEA, especially its political action and lobbying team. Nationally, I've been appointed to the NEA Higher Education Standing Committee three times. I've served on two small working groups that advised the NEA Executive Committee on higher education issues.

I decided that I would run for the director's seat only with the endorsement of the National Council for Higher Education, the higher ed grouping within NEA. When I received that endorsement, three other national leaders in higher education dropped out of the race.

NCHE unity enabled me to convince many state caucuses that the higher education members preferred my candidacy. This leverage effect is the main reason for my victory.

Q. What does your victory say about NCHE's role in the NEA?

A. For the first time, a higher education organization was the key factor in an NEA election. The election shows the growing political power of higher education members since they united in NCHE. NCHE members also contributed time and money to my campaign. I would have lost without their support.

Q. What is the significance of this election?

A. The NEA Constitution clause mandating the higher education at-large seat had not been recently invoked—because higher ed people had been elected to the NEA Board through regular state Association channels. As a result, no one in recent years had been elected specifically to represent higher education.

We've had many good people elected to the Board from their state organizations, but their primary responsibility was not to the higher education community. NEA higher education members are my constituency. We higher education members now have our first unequivocal voice for higher education.

Q. What issues will you bring before the NEA Board of Directors?

A. First: I'll seek to increase organizing in higher education. We must be first to organize each local since few locals ever switch from one national organization to another.

Second: to improve the affiliation relationship between higher education locals and their state associations. This is our main problem within NEA.

Third: to heighten respect for the political power of NEA higher education members and of NCHE.

Roy Weatherford may be reached at the UFF office: 904-224-8220.

MEMBERSHIP

NEA Higher Education membership increased by over 2,500 members in 1987-1988, reports NEA Executive Director Don Cameron. Of NEA's 71,682 higher education members, 60,538 teach at organized colleges, 5,712 are staff, and 5,427 are life members. California reports the largest membership: nearly 16,000.

Other states with over 1,000 higher ed members: Alabama, Florida, Hawaii, Illinois, Iowa, Maine, Minnesota, New Jersey, New York, Ohio, Oregon, Rhode Island, Washington, and Wisconsin.

Twenty-six states increased their NEA higher ed membership over the past year. Total NEA membership surpassed 1.9 million in 1987-1988.

ENDORSEMENT

The NEA Board of Directors and the NEA Political Action Committee, meeting just before the NEA Representative Assembly in New Orleans, voted to endorse Governor Michael Dukakis for the Democratic Presidential nomination.

Dukakis, NEA President Mary Hatwood Futrell noted, "believes in and supports a view and a vision of education policy for this nation consistent with our efforts to assure every student a quality education."

NEA will announce its endorsement for the general election on September 8. The 8,400 delegates who attended the 1988 NEA Representative Assembly will vote by mail ballot for one of the two major party candidates after the two nominating conventions. A 58 percent majority is required for a general endorsement.

Over 350 NEA members were chosen as delegates to the Democratic convention. Twenty-eight members will be delegates to the Republican convention.

LEGISLATION

The House Subcommittee on Postsecondary Education has completed the markup on a bill designed to **reduce the default rate** on federally backed student loans. Among the remedies: a proposal by Rep. Pat Williams (D-MT) to give the Pell Grant Program entitlement status. As an entitlement, Pell Grants would be awarded to all students who met the basic qualifications. The House Education and Labor Committee will take up the legislation soon. The Senate is considering similar action.

ELECTIONS

By acclamation, the 1988 NEA RA reelected Roxanne E. Bradshaw as NEA secretary-treasurer for a two-year term. Bradshaw, a community college psychology instructor, has served in this position since 1983. A Colorado native, Bradshaw oversees an NEA budget of more than $125 million.

Other NEA election results:

- Rosilyn L. Schleife (WI) and Edith Swanson (MI) to positions on the NEA Executive Committee.
- Peggy Bertollo (Castle, DE), Michael Downey (Orange County, CA), and Patsy R. Watson (Wilmington, N.C.) as at-large ESP representatives to the NEA Board of Directors.

ORGANIZING

The Lower Columbia Community College Association for Higher Education has **voted to affiliate** with the Washington Education Association. The WEA worked closely with the LCCAHE this past year to obtain a favorable settlement in contract negotiations with the Lower Columbia Community College District, and in an attendant brief strike.

The California Community College Association/CTA has won representation rights at the College of the Desert. The college is one of the last community colleges in the state to be organized.

CTA Higher Education specialist Bob Proko notes that pay for instructors at the college had slipped from the top 10 to the bottom 10 among the state's community colleges.

"Given that drop and the fine work by CCA/CTA representatives on the campus," notes Proko, "it was clear almost from the beginning that CCA/CTA would win representation rights."

Negotiations for the unit's first contract are expected to begin in the fall.

Contact: Gil Acosta, CTA Higher Ed Manager, 415-697-1400.

CONTRACT

The Lewis and Clark Community College (Godfrey, IL) Faculty Association has agreed to a three-year contract that calls for salary increases of 8 percent in the first year, 6 percent in the second year, and 8 percent in the final year. The contract provides for increased overload pay, a reduced workload, and for faculty evaluation by objectives.

The new evaluation system allows faculty members determine the objectives to be used in their evaluation. The Vice President for Academic Affairs must approve the objectives. Faculty are then evaluated on whether they have achieved the objectives.

Contact: Rance Thomas, LCCCFA, (618-466-3411).

AIDS

Delegates to the 1988 RA had an opportunity, in a moving moment, to hear from 16-year-old Ryan White, a hemophiliac with AIDS, who received national attention earlier this year.

White urged the delegates to **stress AIDS education** in their teaching, and he contrasted the ostracism he experienced from an uninformed Kokomo, Indiana community, where he used to live, to the support he received upon moving to Cicero, Indiana. Cicero had been prepared for his arrival by an intensive AIDS education program.

With proper education, White explained, people will view AIDS as a disease, not a dirty word.

The Facts About AIDS, an *NEA Higher Education Advocate* report, is available in microfiche and paper editions from the ERIC Clearinghouse on Higher Education. Order document number ED 289 447. Fiche: $1.07. Paper: $3.85.

Contact: Document Reproduction Service, 3900 Wheeler Road, Alexandria, VA 22304-6409. (1-800-227-3742).

E&A

■ The Modern Language Association has published the third edition of the *MLA Handbook*. Aimed specifically at **writers of research papers,** the Handbook is both a supplementary text in writing courses and a reference book for undergraduate students. Paper copies are $8.95 from: MLA, 10 Astor Place, New York, N.Y. 10003.

■ *Religious Colleges and Universities in America: A Selected Bibliography*, edited by Thomas Hunt and James C. Carper, cites books, articles, dissertations, and essay reviews about **23 denominations.** Price: $81.00 prepaid. Contact: Garland Publishing, 136 Madison Avenue, Dept. NAP, New York, N.Y. 10016.

■ *Tapping the Government Grapevine: The User Friendly Guide to U.S. Government Information Sources* by Judith Schiek Robinson discusses **many government resources**. Clothbound: $36.00. Paper: $24.00. Order from: ORYX Press, 2214 North Central at Encanto, Phoenix, AZ 85004-1483. (1-800-457-ORYX).

■ *NCHE News* is published five times a year by the National Council for Higher Education. The Council promotes **higher education interests** within NEA. All members receive the newsletter. Membership is open to all friends of higher education and costs $10. Contact: Roger Knutsen, Secretary/Treasurer, NCHE, 11502 SE 320th Place, Auburn, WA 98002.

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FROM THE LECTERN

"The ultimate victory of tomorrow is with democracy, and through democracy with education, for no people can be kept eternally ignorant or eternally enslaved."
— President Franklin D. Roosevelt, speaking to the NEA 1938 Annual Meeting in New York